

AMY BRYANT
9589 S. Lick Creek Rd., Lyles, TN 37098

RONALD GAMMONS
6419 Rick Ln., Lyles, TN 37098

TIM HOBBS
9220 Old Bon Aqua Rd., Bon Aqua, TN 37025

JIM HUDGINS
1297 E. Grinders Switch Rd., Centerville, TN 37033



Michelle Gilbert
Director of Schools
115 MURPHREE AVENUE
CENTERVILLE, TN 37033

JANE HERRON
1222 Hwy. 100, Centerville, TN 37033

STEVE GIANAKOS
9792 Dogwood Dr., Bon Aqua, TN 37025

VANCE WILLIS
2868 Hwy. 48 N., Nunnely, TN 37137

HCBOE Special Called Meeting
Thursday, May 30, 2019 6:00 PM
Room 203 Central Office

- I. Call To Order
- II. Approval of Agenda
- III. Items Requiring Board Action
 - A. 2019-2020 BEP Teacher Pay Scale
 - B. 2019-2020 Pay Scales
 - C. 2019-2020 Differentiated Pay Plan
 - D. 2019-2020 General Purpose School Budget
- IV. Announcements
- V. Adjourn



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The Hickman County Board of Education will meet in a special called meeting on Thursday, May 30, 2019, to reconsider the components of the 2019-2020 school budgets. The meeting will be held on Thursday, May 30, 2019, at 6:00 p.m. in Room 203 of the Central Office Building.

- I. Call to Order
- II. Approval of Agenda
- III.
 - A. 2019-2020 Teacher BEP Scale
 - B. 2019-2020 Pay Scales
 - C. 2019-2020 Differentiated Pay Plan
 - D. 2019-2020 General Purpose 141 School Budget

**BEP SALARY SCHEDULE
HICKMAN COUNTY SCHOOLS**

FISCAL YEAR 2019-2020

YEARS	BACHELORS	MASTERS	MASTERS + 30/40	Ed.S.	Ed.D/Ph.D.
0	\$39,100	\$40,100	\$42,600	\$43,100	\$45,800
1	\$39,200	\$41,300	\$43,700	\$44,400	\$47,000
2	\$39,300	\$41,400	\$43,800	\$44,600	\$47,200
3	\$39,400	\$41,600	\$43,900	\$44,700	\$47,400
4	\$39,600	\$42,100	\$44,400	\$45,100	\$47,600
5	\$40,600	\$42,400	\$44,900	\$45,500	\$47,800
6	\$40,900	\$43,200	\$45,300	\$46,000	\$48,500
7	\$41,200	\$43,600	\$45,900	\$46,500	\$49,000
8	\$41,500	\$44,000	\$46,200	\$47,000	\$50,500
9	\$41,900	\$44,500	\$46,700	\$47,400	\$51,500
10	\$42,200	\$44,900	\$47,100	\$47,800	\$51,700
11	\$42,500	\$46,350	\$47,600	\$48,600	\$52,700
12	\$42,800	\$46,500	\$48,000	\$48,800	\$53,000
13	\$43,100	\$46,700	\$48,600	\$49,900	\$54,100
14	\$43,500	\$47,100	\$49,000	\$50,100	\$54,300
15	\$43,800	\$47,200	\$49,500	\$51,200	\$55,500
16	\$44,000	\$47,300	\$49,600	\$51,500	\$55,700
17	\$44,100	\$47,400	\$49,900	\$52,000	\$56,400
18	\$44,300	\$47,800	\$50,000	\$52,100	\$56,500
19	\$44,400	\$47,900	\$50,800	\$52,800	\$57,400
20	\$44,500	\$48,000	\$50,900	\$52,900	\$57,500
21	\$44,600	\$48,100	\$51,000	\$53,000	\$57,600
22	\$44,700	\$48,200	\$51,100	\$53,100	\$57,800
23	\$44,800	\$48,300	\$51,200	\$53,200	\$58,000
24	\$44,900	\$48,500	\$51,300	\$53,300	\$58,200
25	\$45,000	\$48,600	\$51,400	\$53,400	\$58,400
26	\$45,100	\$48,700	\$51,500	\$53,600	\$58,700
27	\$45,200	\$48,800	\$51,600	\$53,700	\$58,900
28	\$45,300	\$48,900	\$51,700	\$53,800	\$59,100
29	\$45,400	\$49,000	\$51,800	\$53,900	\$59,300
30	\$45,800	\$49,100	\$52,000	\$54,100	\$60,400

**2019-2020
12 Month Technology Specialist
Salary Schedule**

Years of Experience	2018-2019			2%			1.25%		
	Salary Step	Increase Actual	Increase %	Step	Increase Actual	Increase %	Step	Increase Actual	Increase %
0	\$ 25,080			\$ 25,582			\$ 25,394		
1	\$ 25,410	\$ 330	1.32%	\$ 25,918	\$ 838	3.34%	\$ 25,728	\$ 648	2.53%
2	\$ 25,740	\$ 330	1.30%	\$ 26,255	\$ 845	3.33%	\$ 26,062	\$ 652	2.52%
3	\$ 26,070	\$ 330	1.28%	\$ 26,591	\$ 851	3.31%	\$ 26,396	\$ 656	2.50%
4	\$ 26,400	\$ 330	1.27%	\$ 26,928	\$ 858	3.29%	\$ 26,730	\$ 660	2.48%
5	\$ 27,720	\$1,320	5.00%	\$ 28,274	\$ 1,874	7.10%	\$ 28,067	\$ 1,667	6.19%
6	\$ 28,050	\$ 330	1.19%	\$ 28,611	\$ 891	3.21%	\$ 28,401	\$ 681	2.41%
7	\$ 28,380	\$ 330	1.18%	\$ 28,948	\$ 898	3.20%	\$ 28,735	\$ 685	2.39%
8	\$ 28,710	\$ 330	1.16%	\$ 29,284	\$ 904	3.19%	\$ 29,069	\$ 689	2.38%
9	\$ 29,040	\$ 330	1.15%	\$ 29,621	\$ 911	3.17%	\$ 29,403	\$ 693	2.37%
10	\$ 30,030	\$ 990	3.41%	\$ 30,631	\$ 1,591	5.48%	\$ 30,405	\$ 1,365	4.61%
11	\$ 30,360	\$ 330	1.10%	\$ 30,967	\$ 937	3.12%	\$ 30,740	\$ 710	2.32%
12	\$ 30,690	\$ 330	1.09%	\$ 31,304	\$ 944	3.11%	\$ 31,074	\$ 714	2.31%
13	\$ 31,020	\$ 330	1.08%	\$ 31,640	\$ 950	3.10%	\$ 31,408	\$ 718	2.29%
14	\$ 31,350	\$ 330	1.06%	\$ 31,977	\$ 957	3.09%	\$ 31,742	\$ 722	2.28%
15	\$ 32,010	\$ 660	2.11%	\$ 32,650	\$ 1,300	4.15%	\$ 32,410	\$ 1,060	3.31%
16	\$ 32,340	\$ 330	1.03%	\$ 32,987	\$ 977	3.05%	\$ 32,744	\$ 734	2.25%
17	\$ 32,670	\$ 330	1.02%	\$ 33,323	\$ 983	3.04%	\$ 33,078	\$ 738	2.24%
18	\$ 33,000	\$ 330	1.01%	\$ 33,660	\$ 990	3.03%	\$ 33,413	\$ 743	2.23%
19	\$ 33,330	\$ 330	1.00%	\$ 33,997	\$ 997	3.02%	\$ 33,747	\$ 747	2.22%
20	\$ 33,990	\$ 660	1.98%	\$ 34,670	\$ 1,340	4.02%	\$ 34,415	\$ 1,085	3.19%
21	\$ 34,320	\$ 330	0.97%	\$ 35,006	\$ 1,016	2.99%	\$ 34,749	\$ 759	2.19%
22	\$ 34,650	\$ 330	0.96%	\$ 35,343	\$ 1,023	2.98%	\$ 35,083	\$ 763	2.18%
23	\$ 34,980	\$ 330	0.95%	\$ 35,680	\$ 1,030	2.97%	\$ 35,417	\$ 767	2.17%
24	\$ 35,310	\$ 330	0.94%	\$ 36,016	\$ 1,036	2.96%	\$ 35,751	\$ 771	2.16%
25	\$ 35,970	\$ 660	1.87%	\$ 36,689	\$ 1,379	3.91%	\$ 36,420	\$ 1,110	3.08%
26	\$ 36,300	\$ 330	0.92%	\$ 37,026	\$ 1,056	2.94%	\$ 36,754	\$ 784	2.14%
27	\$ 36,630	\$ 330	0.91%	\$ 37,363	\$ 1,063	2.93%	\$ 37,088	\$ 788	2.13%
28	\$ 36,960	\$ 330	0.90%	\$ 37,699	\$ 1,069	2.92%	\$ 37,422	\$ 792	2.12%
29	\$ 37,290	\$ 330	0.89%	\$ 38,036	\$ 1,076	2.91%	\$ 37,756	\$ 796	2.11%
30	\$ 37,620	\$ 330	0.88%	\$ 38,372	\$ 1,082	2.90%	\$ 38,090	\$ 800	2.10%

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

2019-2020
12 Month Special Services (Non – Licensed & Licensed)
(Athletic Directors)
Salary Schedule

Years of Experience	2018-2019			2%			1.25%		
	Salary Step	Increase Actual	Increase %	Step	Increase Actual	Increase %	Step	Increase Actual	Increase %
0	\$ 19,580			\$ 19,972			\$ 19,825		
1	\$ 20,190	\$ 610	3.12%	\$ 20,594	\$1,014	5.18%	\$ 20,442	\$ 862	4.32%
2	\$ 20,800	\$ 610	3.02%	\$ 21,216	\$1,026	5.08%	\$ 21,060	\$ 870	4.22%
3	\$ 21,410	\$ 610	2.93%	\$ 21,838	\$1,038	4.99%	\$ 21,678	\$ 878	4.14%
4	\$ 22,010	\$ 600	2.80%	\$ 22,450	\$1,040	4.86%	\$ 22,285	\$ 875	4.01%
5	\$ 22,620	\$ 610	2.77%	\$ 23,072	\$1,062	4.83%	\$ 22,903	\$ 893	3.98%
6	\$ 23,230	\$ 610	2.70%	\$ 23,695	\$1,075	4.75%	\$ 23,520	\$ 900	3.90%
7	\$ 23,840	\$ 610	2.63%	\$ 24,317	\$1,087	4.68%	\$ 24,138	\$ 908	3.83%
8	\$ 24,450	\$ 610	2.56%	\$ 24,939	\$1,099	4.61%	\$ 24,756	\$ 916	3.77%
9	\$ 25,060	\$ 610	2.49%	\$ 25,561	\$1,111	4.54%	\$ 25,373	\$ 923	3.70%
10	\$ 25,670	\$ 610	2.43%	\$ 26,183	\$1,123	4.48%	\$ 25,991	\$ 931	3.64%
11	\$ 26,280	\$ 610	2.38%	\$ 26,806	\$1,136	4.43%	\$ 26,609	\$ 939	3.59%
12	\$ 26,770	\$ 490	1.86%	\$ 27,305	\$1,025	3.90%	\$ 27,105	\$ 825	3.08%
13	\$ 27,490	\$ 720	2.69%	\$ 28,040	\$1,270	4.74%	\$ 27,834	\$1,064	3.90%
14	\$ 28,100	\$ 610	2.22%	\$ 28,662	\$1,172	4.26%	\$ 28,451	\$ 961	3.43%
15	\$ 28,710	\$ 610	2.17%	\$ 29,284	\$1,184	4.21%	\$ 29,069	\$ 969	3.38%
16	\$ 29,320	\$ 610	2.12%	\$ 29,906	\$1,196	4.17%	\$ 29,687	\$ 977	3.34%
17	\$ 29,930	\$ 610	2.08%	\$ 30,529	\$1,209	4.12%	\$ 30,304	\$ 984	3.29%
18	\$ 30,540	\$ 610	2.04%	\$ 31,151	\$1,221	4.08%	\$ 30,922	\$ 992	3.25%
19	\$ 31,140	\$ 600	1.96%	\$ 31,763	\$1,223	4.00%	\$ 31,529	\$ 989	3.17%
20	\$ 31,750	\$ 610	1.96%	\$ 32,385	\$1,245	4.00%	\$ 32,147	\$1,007	3.17%
21	\$ 32,360	\$ 610	1.92%	\$ 33,007	\$1,257	3.96%	\$ 32,765	\$1,015	3.13%
22	\$ 32,970	\$ 610	1.89%	\$ 33,629	\$1,269	3.92%	\$ 33,382	\$1,022	3.10%
23	\$ 33,580	\$ 610	1.85%	\$ 34,252	\$1,282	3.89%	\$ 34,000	\$1,030	3.06%
24	\$ 34,190	\$ 610	1.82%	\$ 34,874	\$1,294	3.85%	\$ 34,617	\$1,037	3.03%
25	\$ 34,750	\$ 560	1.64%	\$ 35,445	\$1,255	3.67%	\$ 35,184	\$ 994	2.85%
26	\$ 35,400	\$ 650	1.87%	\$ 36,108	\$1,358	3.91%	\$ 35,843	\$1,093	3.08%
27	\$ 35,970	\$ 570	1.61%	\$ 36,689	\$1,289	3.64%	\$ 36,420	\$1,020	2.82%
28	\$ 36,620	\$ 650	1.81%	\$ 37,352	\$1,382	3.84%	\$ 37,078	\$1,108	3.02%
29	\$ 37,230	\$ 610	1.67%	\$ 37,975	\$1,355	3.70%	\$ 37,695	\$1,075	2.88%
30	\$ 37,840	\$ 610	1.64%	\$ 38,597	\$1,367	3.67%	\$ 38,313	\$1,083	2.85%

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

** Lead Teacher: BEP Salary Schedule x 1.2

2019-2020
12 Month Technology/Maintenance/Transportation/Food
Service/Community Services Supervisor*/Coordinated School
Salary Schedule

Years of Experience	2018-2019			Increase		
	Salary Step	Actual	%	Step	Actual	%
0	\$ 44,140			\$48,000		
1	\$ 44,960	\$ 820	1.86%	\$51,000	\$6,860	15.54%
2	\$ 45,220	\$ 260	0.58%	\$53,000	\$8,040	17.88%
3	\$ 45,650	\$ 430	0.95%	\$53,000	\$7,780	17.20%
4	\$ 46,550	\$ 900	1.97%	\$53,000	\$7,350	16.10%
5	\$ 47,510	\$ 960	2.06%	\$53,000	\$6,450	13.86%
6	\$ 48,770	\$ 1,260	2.65%	\$56,000	\$8,490	17.87%
7	\$ 49,790	\$ 1,020	2.09%	\$56,000	\$7,230	14.82%
8	\$ 51,240	\$ 1,450	2.91%	\$56,000	\$6,210	12.47%
9	\$ 52,310	\$ 1,070	2.09%	\$56,000	\$4,760	9.29%
10	\$ 52,770	\$ 460	0.88%	\$56,000	\$3,690	7.05%
11	\$ 53,680	\$ 910	1.72%	\$60,000	\$7,230	13.70%
12	\$ 53,930	\$ 250	0.47%	\$60,000	\$6,320	11.77%
13	\$ 55,060	\$ 1,130	2.10%	\$60,000	\$6,070	11.26%
14	\$ 55,320	\$ 260	0.47%	\$60,000	\$4,940	8.97%
15	\$ 56,490	\$ 1,170	2.11%	\$63,000	\$7,680	13.88%
16	\$ 56,860	\$ 370	0.65%	\$63,000	\$6,510	11.52%
17	\$ 57,430	\$ 570	1.00%	\$63,000	\$6,140	10.80%
18	\$ 57,750	\$ 320	0.56%	\$63,000	\$5,570	9.70%
19	\$ 58,410	\$ 660	1.14%	\$63,000	\$5,250	9.09%
20	\$ 59,060	\$ 650	1.11%	\$63,000	\$4,590	7.86%
21	\$ 59,700	\$ 640	1.08%	\$63,000	\$3,940	6.67%
22	\$ 60,350	\$ 650	1.09%	\$63,000	\$3,300	5.53%
23	\$ 61,020	\$ 670	1.11%	\$63,000	\$2,650	4.39%
24	\$ 61,680	\$ 660	1.08%	\$63,000	\$1,980	3.24%
25	\$ 62,340	\$ 660	1.07%	\$63,000	\$1,320	2.14%
26	\$ 62,860	\$ 520	0.83%	\$63,000	\$ 660	1.06%
27	\$ 63,020	\$ 160	0.25%	\$63,000	\$ 140	0.22%
28	\$ 63,170	\$ 150	0.24%	\$63,000	\$ (20)	-0.03%
29	\$ 63,260	\$ 90	0.14%	\$63,000	\$ (170)	-0.27%
30	\$ 63,360	\$ 100	0.16%	\$63,000	\$ (260)	-0.41%

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.

*Increase includes responsibility for Student Database Management System

**Bus Driver
Salary Schedule
2019-2020**

Years of Experience	2018-2019			\$ 855 Increase		
	Salary Step	Actual	%	Step	Actual	%
0	\$ 10,630			\$11,485		
1	\$ 11,620	\$ 990	9.31%	\$12,475	\$ 1,845	17.36%
2	\$ 11,700	\$ 80	0.69%	\$12,555	\$ 935	8.05%
3	\$ 11,780	\$ 80	0.68%	\$12,635	\$ 935	7.99%
4	\$ 11,860	\$ 80	0.68%	\$12,715	\$ 935	7.94%
5	\$ 11,930	\$ 70	0.59%	\$12,785	\$ 925	7.80%
6	\$ 12,010	\$ 80	0.67%	\$12,865	\$ 935	7.84%
7	\$ 12,090	\$ 80	0.67%	\$12,945	\$ 935	7.79%
8	\$ 12,170	\$ 80	0.66%	\$13,025	\$ 935	7.73%
9	\$ 12,250	\$ 80	0.66%	\$13,105	\$ 935	7.68%
10	\$ 12,330	\$ 80	0.65%	\$13,185	\$ 935	7.63%
11	\$ 12,410	\$ 80	0.65%	\$13,265	\$ 935	7.58%
12	\$ 12,490	\$ 80	0.64%	\$13,345	\$ 935	7.53%
13	\$ 12,570	\$ 80	0.64%	\$13,425	\$ 935	7.49%
14	\$ 12,650	\$ 80	0.64%	\$13,505	\$ 935	7.44%
15	\$ 12,730	\$ 80	0.63%	\$13,585	\$ 935	7.39%
16	\$ 12,810	\$ 80	0.63%	\$13,665	\$ 935	7.34%
17	\$ 12,880	\$ 70	0.55%	\$13,735	\$ 925	7.22%
18	\$ 12,960	\$ 80	0.62%	\$13,815	\$ 935	7.26%
19	\$ 13,040	\$ 80	0.62%	\$13,895	\$ 935	7.21%
20	\$ 13,120	\$ 80	0.61%	\$13,975	\$ 935	7.17%
21	\$ 13,200	\$ 80	0.61%	\$14,055	\$ 935	7.13%
22	\$ 13,280	\$ 80	0.61%	\$14,135	\$ 935	7.08%
23	\$ 13,360	\$ 80	0.60%	\$14,215	\$ 935	7.04%
24	\$ 13,440	\$ 80	0.60%	\$14,295	\$ 935	7.00%
25	\$ 13,520	\$ 80	0.60%	\$14,375	\$ 935	6.96%
26	\$ 13,600	\$ 80	0.59%	\$14,455	\$ 935	6.92%
27	\$ 13,670	\$ 70	0.51%	\$14,525	\$ 925	6.80%
28	\$ 13,760	\$ 90	0.66%	\$14,615	\$ 945	6.91%
29	\$ 13,830	\$ 70	0.51%	\$14,685	\$ 925	6.72%
30	\$ 14,000	\$ 170	1.23%	\$14,855	\$ 1,025	7.41%

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).

terminates
employment with
the Hickman

**2019-2020
Central Office
12 Month School Nutrition Coordinator
Salary Schedule**

Years of Experience	2018-2019			2%			1.25%		
	Salary Step	Increase Actual	Increase %	Step	Increase Actual	Increase %	Step	Increase Actual	Increase %
0	\$ 19,800			\$ 20,196			\$ 20,048		
1	\$ 19,930	\$ 130	0.66%	\$ 20,329	\$ 529	2.67%	\$ 20,179	\$ 379	1.88%
2	\$ 20,070	\$ 140	0.70%	\$ 20,471	\$ 541	2.71%	\$ 20,321	\$ 391	1.92%
3	\$ 21,120	\$1,050	5.23%	\$ 21,542	\$1,472	7.33%	\$ 21,384	\$1,314	6.42%
4	\$ 21,780	\$ 660	3.13%	\$ 22,216	\$1,096	5.19%	\$ 22,052	\$ 932	4.33%
5	\$ 22,440	\$ 660	3.03%	\$ 22,889	\$1,109	5.09%	\$ 22,721	\$ 941	4.24%
6	\$ 23,100	\$ 660	2.94%	\$ 23,562	\$1,122	5.00%	\$ 23,389	\$ 949	4.15%
7	\$ 23,760	\$ 660	2.86%	\$ 24,235	\$1,135	4.91%	\$ 24,057	\$ 957	4.06%
8	\$ 24,420	\$ 660	2.78%	\$ 24,908	\$1,148	4.83%	\$ 24,725	\$ 965	3.98%
9	\$ 25,080	\$ 660	2.70%	\$ 25,582	\$1,162	4.76%	\$ 25,394	\$ 974	3.91%
10	\$ 26,390	\$1,310	5.22%	\$ 26,918	\$1,838	7.33%	\$ 26,720	\$1,640	6.41%
11	\$ 27,060	\$ 670	2.54%	\$ 27,601	\$1,211	4.59%	\$ 27,398	\$1,008	3.74%
12	\$ 27,720	\$ 660	2.44%	\$ 28,274	\$1,214	4.49%	\$ 28,067	\$1,007	3.65%
13	\$ 28,380	\$ 660	2.38%	\$ 28,948	\$1,228	4.43%	\$ 28,735	\$1,015	3.59%
14	\$ 30,690	\$2,310	8.14%	\$ 31,304	\$2,924	10.30%	\$ 31,074	\$2,694	9.31%
15	\$ 31,630	\$ 940	3.06%	\$ 32,263	\$1,573	5.13%	\$ 32,025	\$1,335	4.26%
16	\$ 32,760	\$1,130	3.57%	\$ 33,415	\$1,785	5.64%	\$ 33,170	\$1,540	4.77%
17	\$ 34,370	\$1,610	4.91%	\$ 35,057	\$2,297	7.01%	\$ 34,800	\$2,040	6.11%
18	\$ 35,730	\$1,360	3.96%	\$ 36,445	\$2,075	6.04%	\$ 36,177	\$1,807	5.15%
19	\$ 38,610	\$2,880	8.06%	\$ 39,382	\$3,652	10.22%	\$ 39,093	\$3,363	9.23%
20	\$ 39,540	\$ 930	2.41%	\$ 40,331	\$1,721	4.46%	\$ 40,034	\$1,424	3.62%
21	\$ 40,250	\$ 710	1.80%	\$ 41,055	\$1,515	3.83%	\$ 40,753	\$1,213	3.01%
22	\$ 40,780	\$ 530	1.32%	\$ 41,596	\$1,346	3.34%	\$ 41,290	\$1,040	2.53%
23	\$ 41,530	\$ 750	1.84%	\$ 42,361	\$1,581	3.88%	\$ 42,049	\$1,269	3.05%
24	\$ 42,180	\$ 650	1.57%	\$ 43,024	\$1,494	3.60%	\$ 42,707	\$1,177	2.78%
25	\$ 42,820	\$ 640	1.52%	\$ 43,676	\$1,496	3.55%	\$ 43,355	\$1,175	2.73%
26	\$ 43,140	\$ 320	0.75%	\$ 44,003	\$1,183	2.76%	\$ 43,679	\$ 859	1.97%
27	\$ 43,470	\$ 330	0.76%	\$ 44,339	\$1,199	2.78%	\$ 44,013	\$ 873	1.98%
28	\$ 43,790	\$ 320	0.74%	\$ 44,666	\$1,196	2.75%	\$ 44,337	\$ 867	1.96%
29	\$ 44,710	\$ 920	2.10%	\$ 45,604	\$1,814	4.14%	\$ 45,269	\$1,479	3.31%
30	\$ 45,250	\$ 540	1.21%	\$ 46,155	\$1,445	3.23%	\$ 45,816	\$1,106	2.43%

**2019-2020
Central Office
12 Month Administrative Assistant
Salary Schedule**

Years of Experience	2018-2019			2%			1.25%		
	Salary Step	Increase Actual	Increase %	Step	Increase Actual	Increase %	Step	Increase Actual	Increase %
0	\$ 19,800			\$20,196			\$20,048		
1	\$ 19,930	\$ 130	0.66%	\$20,329	\$ 529	2.67%	\$20,179	\$ 379	1.88%
2	\$ 20,070	\$ 140	0.70%	\$20,471	\$ 541	2.71%	\$20,321	\$ 391	1.92%
3	\$ 21,120	\$1,050	5.23%	\$21,542	\$1,472	7.33%	\$21,384	\$1,314	6.42%
4	\$ 21,780	\$ 660	3.13%	\$22,216	\$1,096	5.19%	\$22,052	\$ 932	4.33%
5	\$ 23,660	\$1,880	8.63%	\$24,133	\$2,353	10.80%	\$23,956	\$2,176	9.79%
6	\$ 24,250	\$ 590	2.49%	\$24,735	\$1,075	4.54%	\$24,553	\$ 893	3.70%
7	\$ 25,450	\$1,200	4.95%	\$25,959	\$1,709	7.05%	\$25,768	\$1,518	6.14%
8	\$ 26,180	\$ 730	2.87%	\$26,704	\$1,254	4.93%	\$26,507	\$1,057	4.07%
9	\$ 26,840	\$ 660	2.52%	\$27,377	\$1,197	4.57%	\$27,176	\$ 996	3.73%
10	\$ 28,100	\$1,260	4.69%	\$28,662	\$1,822	6.79%	\$28,451	\$1,611	5.88%
11	\$ 28,800	\$ 700	2.49%	\$29,376	\$1,276	4.54%	\$29,160	\$1,060	3.70%
12	\$ 29,130	\$ 330	1.15%	\$29,713	\$ 913	3.17%	\$29,494	\$ 694	2.36%
13	\$ 29,960	\$ 830	2.85%	\$30,559	\$1,429	4.91%	\$30,335	\$1,205	4.06%
14	\$ 30,790	\$ 830	2.77%	\$31,406	\$1,446	4.83%	\$31,175	\$1,215	3.98%
15	\$ 31,630	\$ 840	2.73%	\$32,263	\$1,473	4.78%	\$32,025	\$1,235	3.93%
16	\$ 32,530	\$ 900	2.85%	\$33,181	\$1,551	4.90%	\$32,937	\$1,307	4.05%
17	\$ 35,330	\$2,800	8.61%	\$36,037	\$3,507	10.78%	\$35,772	\$3,242	9.77%
18	\$ 36,770	\$1,440	4.08%	\$37,505	\$2,175	6.16%	\$37,230	\$1,900	5.27%
19	\$ 39,010	\$2,240	6.09%	\$39,790	\$3,020	8.21%	\$39,498	\$2,728	7.27%
20	\$ 39,850	\$ 840	2.15%	\$40,647	\$1,637	4.20%	\$40,348	\$1,338	3.36%
21	\$ 40,860	\$1,010	2.53%	\$41,677	\$1,827	4.58%	\$41,371	\$1,521	3.74%
22	\$ 41,580	\$ 720	1.76%	\$42,412	\$1,552	3.80%	\$42,100	\$1,240	2.98%
23	\$ 42,180	\$ 600	1.44%	\$43,024	\$1,444	3.47%	\$42,707	\$1,127	2.66%
24	\$ 42,820	\$ 640	1.52%	\$43,676	\$1,496	3.55%	\$43,355	\$1,175	2.73%
25	\$ 43,630	\$ 810	1.89%	\$44,503	\$1,683	3.93%	\$44,175	\$1,355	3.10%
26	\$ 44,830	\$1,200	2.75%	\$45,727	\$2,097	4.81%	\$45,390	\$1,760	3.95%
27	\$ 45,860	\$1,030	2.30%	\$46,777	\$1,947	4.34%	\$46,433	\$1,603	3.51%
28	\$ 46,330	\$ 470	1.02%	\$47,257	\$1,397	3.05%	\$46,909	\$1,049	2.24%
29	\$ 46,690	\$ 360	0.78%	\$47,624	\$1,294	2.79%	\$47,274	\$ 944	2.00%
30	\$ 48,330	\$1,640	3.51%	\$49,297	\$2,607	5.58%	\$48,934	\$2,244	4.71%

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 \$5,000 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

**2019-2020
Central Office
12 Month Programs/Grants
Salary Schedule**

Years of Experience	2018-2019			2%			1.25%		
	Salary Step	Increase Actual	Increase %	Step	Increase Actual	Increase %	Step	Increase Actual	Increase %
0	\$ 27,720			\$28,274			\$28,067		
1	\$ 28,050	\$330	1.19%	\$28,611	\$ 891	3.21%	\$28,401	\$ 681	2.41%
2	\$ 28,380	\$330	1.18%	\$28,948	\$ 898	3.20%	\$28,735	\$ 685	2.39%
3	\$ 28,710	\$330	1.16%	\$29,284	\$ 904	3.19%	\$29,069	\$ 689	2.38%
4	\$ 29,040	\$330	1.15%	\$29,621	\$ 911	3.17%	\$29,403	\$ 693	2.37%
5	\$ 29,370	\$330	1.14%	\$29,957	\$ 917	3.16%	\$29,737	\$ 697	2.35%
6	\$ 29,700	\$330	1.12%	\$30,294	\$ 924	3.15%	\$30,071	\$ 701	2.34%
7	\$ 30,030	\$330	1.11%	\$30,631	\$ 931	3.13%	\$30,405	\$ 705	2.33%
8	\$ 30,360	\$330	1.10%	\$30,967	\$ 937	3.12%	\$30,740	\$ 710	2.32%
9	\$ 30,690	\$330	1.09%	\$31,304	\$ 944	3.11%	\$31,074	\$ 714	2.31%
10	\$ 30,920	\$230	0.75%	\$31,538	\$ 848	2.76%	\$31,307	\$ 617	1.97%
11	\$ 31,350	\$430	1.39%	\$31,977	\$ 1,057	3.42%	\$31,742	\$ 822	2.61%
12	\$ 31,680	\$330	1.05%	\$32,314	\$ 964	3.07%	\$32,076	\$ 726	2.27%
13	\$ 32,010	\$330	1.04%	\$32,650	\$ 970	3.06%	\$32,410	\$ 730	2.26%
14	\$ 32,340	\$330	1.03%	\$32,987	\$ 977	3.05%	\$32,744	\$ 734	2.25%
15	\$ 32,670	\$330	1.02%	\$33,323	\$ 983	3.04%	\$33,078	\$ 738	2.24%
16	\$ 33,000	\$330	1.01%	\$33,660	\$ 990	3.03%	\$33,413	\$ 743	2.23%
17	\$ 33,330	\$330	1.00%	\$33,997	\$ 997	3.02%	\$33,747	\$ 747	2.22%
18	\$ 33,660	\$330	0.99%	\$34,333	\$ 1,003	3.01%	\$34,081	\$ 751	2.21%
19	\$ 33,990	\$330	0.98%	\$34,670	\$ 1,010	3.00%	\$34,415	\$ 755	2.20%
20	\$ 34,320	\$330	0.97%	\$35,006	\$ 1,016	2.99%	\$34,749	\$ 759	2.19%
21	\$ 34,650	\$330	0.96%	\$35,343	\$ 1,023	2.98%	\$35,083	\$ 763	2.18%
22	\$ 34,980	\$330	0.95%	\$35,680	\$ 1,030	2.97%	\$35,417	\$ 767	2.17%
23	\$ 35,310	\$330	0.94%	\$36,016	\$ 1,036	2.96%	\$35,751	\$ 771	2.16%
24	\$ 35,640	\$330	0.93%	\$36,353	\$ 1,043	2.95%	\$36,086	\$ 776	2.15%
25	\$ 35,970	\$330	0.93%	\$36,689	\$ 1,049	2.94%	\$36,420	\$ 780	2.15%
26	\$ 36,300	\$330	0.92%	\$37,026	\$ 1,056	2.94%	\$36,754	\$ 784	2.14%
27	\$ 36,630	\$330	0.91%	\$37,363	\$ 1,063	2.93%	\$37,088	\$ 788	2.13%
28	\$ 36,960	\$330	0.90%	\$37,699	\$ 1,069	2.92%	\$37,422	\$ 792	2.12%
29	\$ 37,290	\$330	0.89%	\$38,036	\$ 1,076	2.91%	\$37,756	\$ 796	2.11%
30	\$ 37,620	\$330	0.88%	\$38,372	\$ 1,082	2.90%	\$38,090	\$ 800	2.10%

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

**2019-2020
Central Office
12 Month Secretary
Salary Schedule**

Years of Experience	2018-2019			2%			1.25%		
	Salary Step	Increase Actual	Increase %	2% Step	Increase Actual	Increase %	1.25% Step	Increase Actual	Increase %
0	\$ 18,880			\$ 19,258			\$19,116		
1	\$ 19,010	\$ 130	0.69%	\$ 19,390	\$ 510	2.70%	\$19,248	\$ 368	1.91%
2	\$ 19,140	\$ 130	0.68%	\$ 19,523	\$ 513	2.70%	\$19,379	\$ 369	1.90%
3	\$ 19,270	\$ 130	0.68%	\$ 19,655	\$ 515	2.69%	\$19,511	\$ 371	1.90%
4	\$ 19,410	\$ 140	0.73%	\$ 19,798	\$ 528	2.74%	\$19,653	\$ 383	1.95%
5	\$ 19,540	\$ 130	0.67%	\$ 19,931	\$ 521	2.68%	\$19,784	\$ 374	1.89%
6	\$ 19,670	\$ 130	0.67%	\$ 20,063	\$ 523	2.68%	\$19,916	\$ 376	1.89%
7	\$ 19,800	\$ 130	0.66%	\$ 20,196	\$ 526	2.67%	\$20,048	\$ 378	1.88%
8	\$ 19,930	\$ 130	0.66%	\$ 20,329	\$ 529	2.67%	\$20,179	\$ 379	1.88%
9	\$ 20,070	\$ 140	0.70%	\$ 20,471	\$ 541	2.71%	\$20,321	\$ 391	1.92%
10	\$ 20,460	\$ 390	1.94%	\$ 20,869	\$ 799	3.98%	\$20,716	\$ 646	3.16%
11	\$ 20,590	\$ 130	0.64%	\$ 21,002	\$ 542	2.65%	\$20,847	\$ 387	1.85%
12	\$ 20,730	\$ 140	0.68%	\$ 21,145	\$ 555	2.70%	\$20,989	\$ 399	1.90%
13	\$ 20,860	\$ 130	0.63%	\$ 21,277	\$ 547	2.64%	\$21,121	\$ 391	1.85%
14	\$ 20,990	\$ 130	0.62%	\$ 21,410	\$ 550	2.64%	\$21,252	\$ 392	1.84%
15	\$ 21,390	\$ 400	1.91%	\$ 21,818	\$ 828	3.94%	\$21,657	\$ 667	3.12%
16	\$ 21,520	\$ 130	0.61%	\$ 21,950	\$ 560	2.62%	\$21,789	\$ 399	1.83%
17	\$ 21,650	\$ 130	0.60%	\$ 22,083	\$ 563	2.62%	\$21,921	\$ 401	1.83%
18	\$ 21,780	\$ 130	0.60%	\$ 22,216	\$ 566	2.61%	\$22,052	\$ 402	1.82%
19	\$ 21,910	\$ 130	0.60%	\$ 22,348	\$ 568	2.61%	\$22,184	\$ 404	1.82%
20	\$ 22,310	\$ 400	1.83%	\$ 22,756	\$ 846	3.86%	\$22,589	\$ 679	3.04%
21	\$ 22,440	\$ 130	0.58%	\$ 22,889	\$ 579	2.60%	\$22,721	\$ 411	1.81%
22	\$ 22,570	\$ 130	0.58%	\$ 23,021	\$ 581	2.59%	\$22,852	\$ 412	1.80%
23	\$ 22,710	\$ 140	0.62%	\$ 23,164	\$ 594	2.63%	\$22,994	\$ 424	1.84%
24	\$ 22,840	\$ 130	0.57%	\$ 23,297	\$ 587	2.58%	\$23,126	\$ 416	1.80%
25	\$ 23,230	\$ 390	1.71%	\$ 23,695	\$ 855	3.74%	\$23,520	\$ 680	2.92%
26	\$ 23,370	\$ 140	0.60%	\$ 23,837	\$ 607	2.61%	\$23,662	\$ 432	1.82%
27	\$ 23,500	\$ 130	0.56%	\$ 23,970	\$ 600	2.57%	\$23,794	\$ 424	1.78%
28	\$ 23,630	\$ 130	0.55%	\$ 24,103	\$ 603	2.57%	\$23,925	\$ 425	1.77%
29	\$ 23,760	\$ 130	0.55%	\$ 24,235	\$ 605	2.56%	\$24,057	\$ 427	1.77%
30	\$ 24,160	\$ 400	1.68%	\$ 24,643	\$ 883	3.72%	\$24,462	\$ 702	2.90%

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

**2018 - 2019
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. However, there must be a minimum ten percent (10%) separation between Superintendent's salary (Superintendent's salary is capped by contract).

**Additional Local Supplement – Supervisor
(Effective 2016-2017)**

\$1,500.00 Base 1st Year As Supervisor

\$3,000.00 Base 2nd Year And Beyond As Supervisor

\$500.00 Added Per Program Supervised

General Grounds Maintenance (Hourly Rate)
Salary Schedules
2019-2020

Years of Experience	2018-2019			2%			1.25%		
	Salary Step	Increase Actual	Increase %	Step	Increase Actual	Increase %	Step	Increase Actual	Increase %
0	\$ 9.16			\$ 9.34			\$ 9.27		
1	\$ 9.47	\$0.31	3.38%	\$ 9.66	\$0.50	5.46%	\$ 9.59	\$ 0.43	4.60%
2	\$ 9.55	\$0.08	0.84%	\$ 9.74	\$0.27	2.85%	\$ 9.67	\$ 0.20	2.07%
3	\$ 9.61	\$0.06	0.63%	\$ 9.80	\$0.25	2.62%	\$ 9.73	\$ 0.18	1.85%
4	\$ 9.67	\$0.06	0.62%	\$ 9.86	\$0.25	2.60%	\$ 9.79	\$ 0.18	1.84%
5	\$ 9.72	\$0.05	0.52%	\$ 9.91	\$0.24	2.48%	\$ 9.84	\$ 0.17	1.72%
6	\$ 9.80	\$0.08	0.82%	\$10.00	\$0.28	2.88%	\$ 9.92	\$ 0.20	2.02%
7	\$ 9.92	\$0.12	1.22%	\$10.12	\$0.32	3.27%	\$10.04	\$ 0.24	2.40%
8	\$ 10.04	\$0.12	1.21%	\$10.24	\$0.32	3.23%	\$10.17	\$ 0.25	2.47%
9	\$ 10.18	\$0.14	1.39%	\$10.38	\$0.34	3.39%	\$10.31	\$ 0.27	2.64%
10	\$ 10.30	\$0.12	1.18%	\$10.51	\$0.33	3.24%	\$10.43	\$ 0.25	2.41%
11	\$ 10.40	\$0.10	0.97%	\$10.61	\$0.31	3.01%	\$10.53	\$ 0.23	2.19%
12	\$ 10.50	\$0.10	0.96%	\$10.71	\$0.31	2.98%	\$10.63	\$ 0.23	2.17%
13	\$ 10.55	\$0.05	0.48%	\$10.76	\$0.26	2.48%	\$10.68	\$ 0.18	1.68%
14	\$ 10.60	\$0.05	0.47%	\$10.81	\$0.26	2.46%	\$10.73	\$ 0.18	1.67%
15	\$ 10.67	\$0.07	0.66%	\$10.88	\$0.28	2.64%	\$10.80	\$ 0.20	1.85%
16	\$ 10.74	\$0.07	0.66%	\$10.95	\$0.28	2.62%	\$10.87	\$ 0.20	1.84%
17	\$ 10.82	\$0.08	0.74%	\$11.04	\$0.30	2.79%	\$10.96	\$ 0.22	2.01%
18	\$ 10.87	\$0.05	0.46%	\$11.09	\$0.27	2.50%	\$11.01	\$ 0.19	1.72%
19	\$ 10.93	\$0.06	0.55%	\$11.15	\$0.28	2.58%	\$11.07	\$ 0.20	1.80%
20	\$ 11.00	\$0.07	0.64%	\$11.22	\$0.29	2.65%	\$11.14	\$ 0.21	1.88%
21	\$ 11.04	\$0.04	0.36%	\$11.26	\$0.26	2.36%	\$11.18	\$ 0.18	1.60%
22	\$ 11.11	\$0.07	0.63%	\$11.33	\$0.29	2.63%	\$11.25	\$ 0.21	1.87%
23	\$ 11.19	\$0.08	0.72%	\$11.41	\$0.30	2.70%	\$11.33	\$ 0.22	1.94%
24	\$ 11.26	\$0.07	0.63%	\$11.49	\$0.30	2.68%	\$11.40	\$ 0.21	1.84%
25	\$ 11.31	\$0.05	0.44%	\$11.54	\$0.28	2.49%	\$11.45	\$ 0.19	1.65%
26	\$ 11.36	\$0.05	0.44%	\$11.59	\$0.28	2.48%	\$11.50	\$ 0.19	1.65%
27	\$ 11.42	\$0.06	0.53%	\$11.65	\$0.29	2.55%	\$11.56	\$ 0.20	1.73%
28	\$ 11.51	\$0.09	0.79%	\$11.74	\$0.32	2.80%	\$11.65	\$ 0.23	1.97%
29	\$ 11.56	\$0.05	0.43%	\$11.79	\$0.28	2.43%	\$11.70	\$ 0.19	1.62%
30	\$ 11.71	\$0.15	1.30%	\$11.94	\$0.38	3.29%	\$11.86	\$ 0.30	2.54%

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

Maintenance Mechanic (Hourly Rate)
Salary Schedules
2019-2020

Years of Experience	2019			2%			1.25%		
	Salary Step	Increase Actual	Increase %	Step	Increase Actual	Increase %	Step	Increase Actual	Increase %
0	\$ 12.82			\$13.08			\$12.98		
1	\$ 13.46	\$ 0.64	4.99%	\$13.73	\$ 0.91	7.10%	\$13.63	\$ 0.81	6.19%
2	\$ 13.76	\$ 0.30	2.23%	\$14.04	\$ 0.58	4.31%	\$13.93	\$ 0.47	3.42%
3	\$ 14.09	\$ 0.33	2.40%	\$14.37	\$ 0.61	4.43%	\$14.27	\$ 0.51	3.63%
4	\$ 14.41	\$ 0.32	2.27%	\$14.70	\$ 0.61	4.33%	\$14.59	\$ 0.50	3.48%
5	\$ 14.71	\$ 0.30	2.08%	\$15.00	\$ 0.59	4.09%	\$14.89	\$ 0.48	3.27%
6	\$ 15.05	\$ 0.34	2.31%	\$15.35	\$ 0.64	4.35%	\$15.24	\$ 0.53	3.53%
7	\$ 15.35	\$ 0.30	1.99%	\$15.66	\$ 0.61	4.05%	\$15.54	\$ 0.49	3.19%
8	\$ 15.67	\$ 0.32	2.08%	\$15.98	\$ 0.63	4.10%	\$15.87	\$ 0.52	3.32%
9	\$ 15.99	\$ 0.32	2.04%	\$16.31	\$ 0.64	4.08%	\$16.19	\$ 0.52	3.25%
10	\$ 16.29	\$ 0.30	1.88%	\$16.62	\$ 0.63	3.94%	\$16.49	\$ 0.50	3.07%
11	\$ 16.63	\$ 0.34	2.09%	\$16.96	\$ 0.67	4.11%	\$16.84	\$ 0.55	3.31%
12	\$ 16.93	\$ 0.30	1.80%	\$17.27	\$ 0.64	3.85%	\$17.14	\$ 0.51	3.01%
13	\$ 17.24	\$ 0.31	1.83%	\$17.58	\$ 0.65	3.84%	\$17.46	\$ 0.53	3.07%
14	\$ 17.55	\$ 0.31	1.80%	\$17.90	\$ 0.66	3.83%	\$17.77	\$ 0.53	3.01%
15	\$ 17.88	\$ 0.33	1.88%	\$18.24	\$ 0.69	3.93%	\$18.10	\$ 0.55	3.07%
16	\$ 18.19	\$ 0.31	1.73%	\$18.55	\$ 0.67	3.75%	\$18.42	\$ 0.54	2.96%
17	\$ 18.50	\$ 0.31	1.70%	\$18.87	\$ 0.68	3.74%	\$18.73	\$ 0.54	2.91%
18	\$ 18.83	\$ 0.33	1.78%	\$19.21	\$ 0.71	3.84%	\$19.07	\$ 0.57	3.02%
19	\$ 19.15	\$ 0.32	1.70%	\$19.53	\$ 0.70	3.72%	\$19.39	\$ 0.56	2.92%
20	\$ 19.44	\$ 0.29	1.51%	\$19.83	\$ 0.68	3.55%	\$19.68	\$ 0.53	2.71%
21	\$ 19.77	\$ 0.33	1.70%	\$20.17	\$ 0.73	3.76%	\$20.02	\$ 0.58	2.92%
22	\$ 20.09	\$ 0.32	1.62%	\$20.49	\$ 0.72	3.64%	\$20.34	\$ 0.57	2.83%
23	\$ 20.39	\$ 0.30	1.49%	\$20.80	\$ 0.71	3.53%	\$20.64	\$ 0.55	2.68%
24	\$ 20.72	\$ 0.33	1.62%	\$21.13	\$ 0.74	3.63%	\$20.98	\$ 0.59	2.84%
25	\$ 21.03	\$ 0.31	1.50%	\$21.45	\$ 0.73	3.52%	\$21.29	\$ 0.57	2.70%
26	\$ 21.36	\$ 0.33	1.57%	\$21.79	\$ 0.76	3.61%	\$21.63	\$ 0.60	2.80%
27	\$ 21.66	\$ 0.30	1.40%	\$22.09	\$ 0.73	3.42%	\$21.93	\$ 0.57	2.62%
28	\$ 21.99	\$ 0.33	1.52%	\$22.43	\$ 0.77	3.55%	\$22.26	\$ 0.60	2.72%
29	\$ 22.31	\$ 0.32	1.46%	\$22.76	\$ 0.77	3.50%	\$22.59	\$ 0.60	2.67%
30	\$ 22.59	\$ 0.28	1.26%	\$23.04	\$ 0.73	3.27%	\$22.87	\$ 0.56	2.46%

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

**Part-Time Mechanic (Hourly Rate)
Salary Schedules
2019-2020**

Years of Experience	2018-2019			2%			1.25%		
	Salary Step	Increase Actual	Increase %	Step	Increase Actual	Increase %	Step	Increase Actual	Increase %
0	\$ 11.12			\$11.34			\$11.26		
1	\$ 11.27	\$0.15	1.35%	\$11.50	\$0.38	3.42%	\$11.41	\$0.29	2.56%
2	\$ 11.37	\$0.10	0.89%	\$11.60	\$0.33	2.93%	\$11.51	\$0.24	2.09%
3	\$ 11.50	\$0.13	1.14%	\$11.73	\$0.36	3.17%	\$11.64	\$0.27	2.33%
4	\$ 11.61	\$0.11	0.96%	\$11.84	\$0.34	2.96%	\$11.76	\$0.26	2.22%
5	\$ 11.75	\$0.14	1.21%	\$11.99	\$0.38	3.27%	\$11.90	\$0.29	2.45%
6	\$ 11.87	\$0.12	1.02%	\$12.11	\$0.36	3.06%	\$12.02	\$0.27	2.25%
7	\$ 12.00	\$0.13	1.10%	\$12.24	\$0.37	3.12%	\$12.15	\$0.28	2.31%
8	\$ 12.12	\$0.12	1.00%	\$12.36	\$0.36	3.00%	\$12.27	\$0.27	2.21%
9	\$ 12.26	\$0.14	1.16%	\$12.51	\$0.39	3.22%	\$12.41	\$0.29	2.35%
10	\$ 12.38	\$0.12	0.98%	\$12.63	\$0.37	3.02%	\$12.53	\$0.27	2.16%
11	\$ 12.51	\$0.13	1.05%	\$12.76	\$0.38	3.07%	\$12.67	\$0.29	2.30%
12	\$ 12.63	\$0.12	0.96%	\$12.88	\$0.37	2.96%	\$12.79	\$0.28	2.19%
13	\$ 12.73	\$0.10	0.79%	\$12.98	\$0.35	2.77%	\$12.89	\$0.26	2.02%
14	\$ 12.85	\$0.12	0.94%	\$13.11	\$0.38	2.99%	\$13.01	\$0.28	2.16%
15	\$ 12.90	\$0.05	0.39%	\$13.16	\$0.31	2.41%	\$13.06	\$0.21	1.60%
16	\$ 13.02	\$0.12	0.93%	\$13.28	\$0.38	2.95%	\$13.18	\$0.28	2.13%
17	\$ 13.12	\$0.10	0.77%	\$13.38	\$0.36	2.76%	\$13.28	\$0.26	1.96%
18	\$ 13.36	\$0.24	1.83%	\$13.63	\$0.51	3.89%	\$13.53	\$0.41	3.06%
19	\$ 13.48	\$0.12	0.90%	\$13.75	\$0.39	2.92%	\$13.65	\$0.29	2.13%
20	\$ 13.59	\$0.11	0.82%	\$13.86	\$0.38	2.82%	\$13.76	\$0.28	2.04%
21	\$ 13.72	\$0.13	0.96%	\$13.99	\$0.40	2.94%	\$13.89	\$0.30	2.16%
22	\$ 13.85	\$0.13	0.95%	\$14.13	\$0.41	2.99%	\$14.02	\$0.30	2.14%
23	\$ 13.96	\$0.11	0.79%	\$14.24	\$0.39	2.82%	\$14.13	\$0.28	1.98%
24	\$ 14.09	\$0.13	0.93%	\$14.37	\$0.41	2.94%	\$14.27	\$0.31	2.18%
25	\$ 14.19	\$0.10	0.71%	\$14.47	\$0.38	2.70%	\$14.37	\$0.28	1.95%
26	\$ 14.31	\$0.12	0.85%	\$14.60	\$0.41	2.89%	\$14.49	\$0.30	2.07%
27	\$ 14.42	\$0.11	0.77%	\$14.71	\$0.40	2.80%	\$14.60	\$0.29	1.99%
28	\$ 14.55	\$0.13	0.90%	\$14.84	\$0.42	2.91%	\$14.73	\$0.31	2.11%
29	\$ 14.65	\$0.10	0.69%	\$14.94	\$0.39	2.68%	\$14.83	\$0.28	1.89%
30	\$ 14.84	\$0.19	1.30%	\$15.14	\$0.49	3.34%	\$15.03	\$0.38	2.54%

- 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.

**Full-Time Mechanic
Salary Schedules
2019-2020**

Years of Experience	2018-2019			2%			1.25%		
	Salary Step	Increase Actual	Increase %	Step	Increase Actual	Increase %	Step	Increase Actual	Increase %
0	\$ 27,479			\$28,029			\$27,822		
1	\$ 27,784	\$ 305	1.11%	\$28,340	\$ 861	3.13%	\$28,131	\$ 652	2.33%
2	\$ 28,124	\$ 340	1.22%	\$28,686	\$ 902	3.25%	\$28,476	\$ 692	2.44%
3	\$ 28,452	\$ 328	1.17%	\$29,021	\$ 897	3.19%	\$28,808	\$ 684	2.38%
4	\$ 28,782	\$ 330	1.16%	\$29,358	\$ 906	3.18%	\$29,142	\$ 690	2.38%
5	\$ 29,114	\$ 332	1.15%	\$29,696	\$ 914	3.18%	\$29,478	\$ 696	2.37%
6	\$ 29,444	\$ 330	1.13%	\$30,033	\$ 919	3.16%	\$29,812	\$ 698	2.35%
7	\$ 29,773	\$ 329	1.12%	\$30,368	\$ 924	3.14%	\$30,145	\$ 701	2.33%
8	\$ 30,102	\$ 329	1.11%	\$30,704	\$ 931	3.13%	\$30,478	\$ 705	2.32%
9	\$ 30,434	\$ 332	1.10%	\$31,043	\$ 941	3.13%	\$30,814	\$ 712	2.32%
10	\$ 30,765	\$ 331	1.09%	\$31,380	\$ 946	3.11%	\$31,150	\$ 716	2.31%
11	\$ 31,091	\$ 326	1.06%	\$31,713	\$ 948	3.08%	\$31,480	\$ 715	2.28%
12	\$ 31,424	\$ 333	1.07%	\$32,052	\$ 961	3.09%	\$31,817	\$ 726	2.29%
13	\$ 31,754	\$ 330	1.05%	\$32,389	\$ 965	3.07%	\$32,151	\$ 727	2.27%
14	\$ 32,085	\$ 331	1.04%	\$32,727	\$ 973	3.06%	\$32,486	\$ 732	2.26%
15	\$ 32,413	\$ 328	1.02%	\$33,061	\$ 976	3.04%	\$32,818	\$ 733	2.24%
16	\$ 32,743	\$ 330	1.02%	\$33,398	\$ 985	3.04%	\$33,152	\$ 739	2.24%
17	\$ 33,076	\$ 333	1.02%	\$33,738	\$ 995	3.04%	\$33,489	\$ 746	2.23%
18	\$ 33,403	\$ 327	0.99%	\$34,071	\$ 995	3.01%	\$33,821	\$ 745	2.21%
19	\$ 33,731	\$ 328	0.98%	\$34,406	\$1,003	3.00%	\$34,153	\$ 750	2.20%
20	\$ 34,064	\$ 333	0.99%	\$34,745	\$1,014	3.01%	\$34,490	\$ 759	2.21%
21	\$ 34,393	\$ 329	0.97%	\$35,081	\$1,017	2.99%	\$34,823	\$ 759	2.18%
22	\$ 34,724	\$ 331	0.96%	\$35,418	\$1,025	2.98%	\$35,158	\$ 765	2.18%
23	\$ 35,053	\$ 329	0.95%	\$35,754	\$1,030	2.97%	\$35,491	\$ 767	2.17%
24	\$ 35,384	\$ 331	0.94%	\$36,092	\$1,039	2.96%	\$35,826	\$ 773	2.16%
25	\$ 35,715	\$ 331	0.94%	\$36,429	\$1,045	2.95%	\$36,161	\$ 777	2.15%
26	\$ 36,045	\$ 330	0.92%	\$36,766	\$1,051	2.94%	\$36,496	\$ 781	2.14%
27	\$ 36,373	\$ 328	0.91%	\$37,100	\$1,055	2.93%	\$36,828	\$ 783	2.13%
28	\$ 36,703	\$ 330	0.91%	\$37,437	\$1,064	2.93%	\$37,162	\$ 789	2.13%
29	\$ 37,032	\$ 329	0.90%	\$37,773	\$1,070	2.92%	\$37,495	\$ 792	2.12%
30	\$ 37,365	\$ 333	0.90%	\$38,112	\$1,080	2.92%	\$37,832	\$ 800	2.12%

- 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.

**Supervising Mechanic
Salary Schedules
2019-2020**

Years of Experience	2018-2019			2%			1.25%		
	Salary Step	Increase Actual	Increase %	Step	Increase Actual	Increase %	Step	Increase Actual	Increase %
0	\$ 30,361			\$30,968			\$30,741		
1	\$ 31,056	\$695	2.29%	\$31,677	\$1,316	4.33%	\$31,444	\$1,083	3.50%
2	\$ 31,751	\$695	2.24%	\$32,386	\$1,330	4.28%	\$32,148	\$1,092	3.45%
3	\$ 32,447	\$696	2.19%	\$33,096	\$1,345	4.24%	\$32,853	\$1,102	3.40%
4	\$ 33,143	\$696	2.15%	\$33,806	\$1,359	4.19%	\$33,557	\$1,110	3.35%
5	\$ 33,840	\$697	2.10%	\$34,517	\$1,374	4.15%	\$34,263	\$1,120	3.31%
6	\$ 33,988	\$148	0.44%	\$34,668	\$ 828	2.45%	\$34,413	\$ 573	1.66%
7	\$ 34,549	\$561	1.65%	\$35,240	\$1,252	3.68%	\$34,981	\$ 993	2.86%
8	\$ 34,856	\$307	0.89%	\$35,553	\$1,004	2.91%	\$35,292	\$ 743	2.11%
9	\$ 35,167	\$311	0.89%	\$35,870	\$1,014	2.91%	\$35,607	\$ 751	2.11%
10	\$ 35,475	\$308	0.88%	\$36,185	\$1,018	2.89%	\$35,918	\$ 751	2.09%
11	\$ 35,783	\$308	0.87%	\$36,499	\$1,024	2.89%	\$36,230	\$ 755	2.09%
12	\$ 36,093	\$310	0.87%	\$36,815	\$1,032	2.88%	\$36,544	\$ 761	2.08%
13	\$ 36,400	\$307	0.85%	\$37,128	\$1,035	2.87%	\$36,855	\$ 762	2.07%
14	\$ 36,709	\$309	0.85%	\$37,443	\$1,043	2.87%	\$37,168	\$ 768	2.07%
15	\$ 37,018	\$309	0.84%	\$37,758	\$1,049	2.86%	\$37,481	\$ 772	2.06%
16	\$ 37,326	\$308	0.83%	\$38,073	\$1,055	2.85%	\$37,793	\$ 775	2.05%
17	\$ 37,634	\$308	0.83%	\$38,387	\$1,061	2.84%	\$38,104	\$ 778	2.04%
18	\$ 37,942	\$308	0.82%	\$38,701	\$1,067	2.84%	\$38,416	\$ 782	2.04%
19	\$ 38,251	\$309	0.81%	\$39,016	\$1,074	2.83%	\$38,729	\$ 787	2.03%
20	\$ 38,559	\$308	0.81%	\$39,330	\$1,079	2.82%	\$39,041	\$ 790	2.02%
21	\$ 38,867	\$308	0.80%	\$39,644	\$1,085	2.81%	\$39,353	\$ 794	2.02%
22	\$ 39,177	\$310	0.80%	\$39,961	\$1,094	2.81%	\$39,667	\$ 800	2.02%
23	\$ 39,485	\$308	0.79%	\$40,275	\$1,098	2.80%	\$39,979	\$ 802	2.01%
24	\$ 39,793	\$308	0.78%	\$40,589	\$1,104	2.80%	\$40,290	\$ 805	2.00%
25	\$ 40,102	\$309	0.78%	\$40,904	\$1,111	2.79%	\$40,603	\$ 810	2.00%
26	\$ 40,663	\$561	1.40%	\$41,476	\$1,374	3.43%	\$41,171	\$1,069	2.61%
27	\$ 41,223	\$560	1.38%	\$42,047	\$1,384	3.40%	\$41,738	\$1,075	2.59%
28	\$ 41,784	\$561	1.36%	\$42,620	\$1,397	3.39%	\$42,306	\$1,083	2.58%
29	\$ 42,346	\$562	1.35%	\$43,193	\$1,409	3.37%	\$42,875	\$1,091	2.56%
30	\$ 42,907	\$561	1.32%	\$43,765	\$1,419	3.35%	\$43,443	\$1,097	2.54%

- 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.

**Chief Mechanic
Salary Schedules
2019-2020**

Years of Experience	2018-2019			2%			1.25%		
	Salary Step	Increase Actual	%	Step	Increase Actual	%	Step	Increase Actual	%
0	\$ 31,587			\$32,219			\$31,982		
1	\$ 32,311	\$724	2.29%	\$32,957	\$1,370	4.34%	\$32,715	\$1,128	3.50%
2	\$ 33,034	\$723	2.24%	\$33,695	\$1,384	4.28%	\$33,447	\$1,136	3.45%
3	\$ 33,758	\$724	2.19%	\$34,433	\$1,399	4.24%	\$34,180	\$1,146	3.40%
4	\$ 34,482	\$724	2.14%	\$35,172	\$1,414	4.19%	\$34,913	\$1,155	3.35%
5	\$ 35,207	\$725	2.10%	\$35,911	\$1,429	4.14%	\$35,647	\$1,165	3.31%
6	\$ 35,361	\$154	0.44%	\$36,068	\$ 861	2.45%	\$35,803	\$ 596	1.66%
7	\$ 35,945	\$584	1.65%	\$36,664	\$1,303	3.68%	\$36,394	\$1,033	2.86%
8	\$ 36,264	\$319	0.89%	\$36,989	\$1,044	2.90%	\$36,717	\$ 772	2.11%
9	\$ 36,587	\$323	0.89%	\$37,319	\$1,055	2.91%	\$37,044	\$ 780	2.11%
10	\$ 36,909	\$322	0.88%	\$37,647	\$1,060	2.90%	\$37,370	\$ 783	2.10%
11	\$ 37,229	\$320	0.87%	\$37,974	\$1,065	2.89%	\$37,694	\$ 785	2.09%
12	\$ 37,551	\$322	0.86%	\$38,302	\$1,073	2.88%	\$38,020	\$ 791	2.08%
13	\$ 37,871	\$320	0.85%	\$38,628	\$1,077	2.87%	\$38,344	\$ 793	2.07%
14	\$ 38,192	\$321	0.85%	\$38,956	\$1,085	2.86%	\$38,669	\$ 798	2.07%
15	\$ 38,513	\$321	0.84%	\$39,283	\$1,091	2.86%	\$38,994	\$ 802	2.06%
16	\$ 38,834	\$321	0.83%	\$39,611	\$1,098	2.85%	\$39,319	\$ 806	2.05%
17	\$ 39,155	\$321	0.83%	\$39,938	\$1,104	2.84%	\$39,644	\$ 810	2.04%
18	\$ 39,475	\$320	0.82%	\$40,265	\$1,110	2.83%	\$39,968	\$ 813	2.04%
19	\$ 39,796	\$321	0.81%	\$40,592	\$1,117	2.83%	\$40,293	\$ 818	2.03%
20	\$ 40,117	\$321	0.81%	\$40,919	\$1,123	2.82%	\$40,618	\$ 822	2.03%
21	\$ 40,437	\$320	0.80%	\$41,246	\$1,129	2.81%	\$40,942	\$ 825	2.02%
22	\$ 40,760	\$323	0.80%	\$41,575	\$1,138	2.81%	\$41,270	\$ 833	2.02%
23	\$ 41,081	\$321	0.79%	\$41,903	\$1,143	2.80%	\$41,595	\$ 835	2.01%
24	\$ 41,401	\$320	0.78%	\$42,229	\$1,148	2.79%	\$41,919	\$ 838	2.00%
25	\$ 41,722	\$321	0.78%	\$42,556	\$1,155	2.79%	\$42,244	\$ 843	2.00%
26	\$ 42,306	\$584	1.40%	\$43,152	\$1,430	3.43%	\$42,835	\$1,113	2.62%
27	\$ 42,888	\$582	1.38%	\$43,746	\$1,440	3.40%	\$43,424	\$1,118	2.59%
28	\$ 43,472	\$584	1.36%	\$44,341	\$1,453	3.39%	\$44,015	\$1,127	2.58%
29	\$ 44,057	\$585	1.35%	\$44,938	\$1,466	3.37%	\$44,608	\$1,136	2.56%
30	\$ 44,640	\$583	1.32%	\$45,533	\$1,476	3.35%	\$45,198	\$1,141	2.54%

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.

**Part-Time
Salary Schedule
2019-2020**

\$ 10.00 per hour (40 hours or less - Hired)

Hickman County School Food Service
Hourly Pay Scale
Cashiers
2019-2020

Years of Experience	2018-2019			2%			1.25%		
	Salary Step	Increase Actual	Increase %	Step	Increase Actual	Increase %	Step	Increase Actual	Increase %
0	\$ 9.30			\$ 9.49			\$ 9.42		
1	\$ 9.35	\$0.05	0.54%	\$ 9.54	\$0.24	2.58%	\$ 9.47	\$0.17	1.79%
2	\$ 9.40	\$0.05	0.53%	\$ 9.59	\$0.24	2.57%	\$ 9.52	\$0.17	1.78%
3	\$ 9.49	\$0.09	0.96%	\$ 9.68	\$0.28	2.98%	\$ 9.61	\$0.21	2.19%
4	\$ 9.57	\$0.08	0.84%	\$ 9.76	\$0.27	2.85%	\$ 9.69	\$0.20	2.07%
5	\$ 9.63	\$0.06	0.63%	\$ 9.82	\$0.25	2.61%	\$ 9.75	\$0.18	1.84%
6	\$ 9.69	\$0.06	0.62%	\$ 9.88	\$0.25	2.60%	\$ 9.81	\$0.18	1.83%
7	\$ 9.74	\$0.05	0.52%	\$ 9.93	\$0.24	2.48%	\$ 9.86	\$0.17	1.72%
8	\$ 9.77	\$0.03	0.31%	\$ 9.97	\$0.23	2.36%	\$ 9.89	\$0.15	1.51%
9	\$ 9.87	\$0.10	1.02%	\$ 10.07	\$0.30	3.07%	\$ 9.99	\$0.22	2.21%
10	\$ 9.95	\$0.08	0.81%	\$ 10.15	\$0.28	2.84%	\$ 10.07	\$0.20	1.99%
11	\$ 10.00	\$0.05	0.50%	\$ 10.20	\$0.25	2.51%	\$ 10.13	\$0.18	1.77%
12	\$ 10.06	\$0.06	0.60%	\$ 10.26	\$0.26	2.60%	\$ 10.19	\$0.19	1.86%
13	\$ 10.13	\$0.07	0.70%	\$ 10.33	\$0.27	2.68%	\$ 10.26	\$0.20	1.95%
14	\$ 10.20	\$0.07	0.69%	\$ 10.40	\$0.27	2.67%	\$ 10.33	\$0.20	1.94%
15	\$ 10.27	\$0.07	0.69%	\$ 10.48	\$0.28	2.75%	\$ 10.40	\$0.20	1.92%
16	\$ 10.32	\$0.05	0.49%	\$ 10.53	\$0.26	2.53%	\$ 10.45	\$0.18	1.72%
17	\$ 10.39	\$0.07	0.68%	\$ 10.60	\$0.28	2.71%	\$ 10.52	\$0.20	1.90%
18	\$ 10.44	\$0.05	0.48%	\$ 10.65	\$0.26	2.50%	\$ 10.57	\$0.18	1.70%
19	\$ 10.53	\$0.09	0.86%	\$ 10.74	\$0.30	2.87%	\$ 10.66	\$0.22	2.07%
20	\$ 10.58	\$0.05	0.47%	\$ 10.79	\$0.26	2.47%	\$ 10.71	\$0.18	1.68%
21	\$ 10.64	\$0.06	0.57%	\$ 10.85	\$0.27	2.55%	\$ 10.77	\$0.19	1.76%
22	\$ 10.70	\$0.06	0.56%	\$ 10.91	\$0.27	2.54%	\$ 10.83	\$0.19	1.75%
23	\$ 10.77	\$0.07	0.65%	\$ 10.99	\$0.29	2.71%	\$ 10.90	\$0.20	1.83%
24	\$ 10.84	\$0.07	0.65%	\$ 11.06	\$0.29	2.69%	\$ 10.98	\$0.21	1.91%
25	\$ 10.90	\$0.06	0.55%	\$ 11.12	\$0.28	2.58%	\$ 11.04	\$0.20	1.81%
26	\$ 10.97	\$0.07	0.64%	\$ 11.19	\$0.29	2.66%	\$ 11.11	\$0.21	1.89%
27	\$ 11.03	\$0.06	0.55%	\$ 11.25	\$0.28	2.55%	\$ 11.17	\$0.20	1.79%
28	\$ 11.08	\$0.05	0.45%	\$ 11.30	\$0.27	2.45%	\$ 11.22	\$0.19	1.69%
29	\$ 11.14	\$0.06	0.54%	\$ 11.36	\$0.28	2.53%	\$ 11.28	\$0.20	1.77%
30	\$ 11.21	\$0.07	0.63%	\$ 11.43	\$0.29	2.60%	\$ 11.35	\$0.21	1.85%

**Hickman County School Food Service
Hourly Pay Scale
Regular Employees
2019-2020**

Years of Experience	2018-2019			2%			1.25%		
	Salary Step	Increase Actual	Increase %	Step	Increase Actual	Increase %	Step	Increase Actual	Increase %
0	\$ 8.71			\$ 8.88			\$ 8.82		
1	\$ 8.80	\$0.09	1.03%	\$ 8.98	\$0.27	3.10%	\$ 8.91	\$0.20	2.25%
2	\$ 8.85	\$0.05	0.57%	\$ 9.03	\$0.23	2.61%	\$ 8.96	\$0.16	1.78%
3	\$ 8.90	\$0.05	0.56%	\$ 9.08	\$0.23	2.60%	\$ 9.01	\$0.16	1.77%
4	\$ 8.97	\$0.07	0.79%	\$ 9.15	\$0.25	2.81%	\$ 9.08	\$0.18	1.98%
5	\$ 9.06	\$0.09	1.00%	\$ 9.24	\$0.27	3.01%	\$ 9.17	\$0.20	2.19%
6	\$ 9.13	\$0.07	0.77%	\$ 9.31	\$0.25	2.76%	\$ 9.24	\$0.18	1.95%
7	\$ 9.18	\$0.05	0.55%	\$ 9.36	\$0.23	2.52%	\$ 9.29	\$0.16	1.72%
8	\$ 9.23	\$0.05	0.54%	\$ 9.41	\$0.23	2.51%	\$ 9.35	\$0.17	1.82%
9	\$ 9.30	\$0.07	0.76%	\$ 9.49	\$0.26	2.82%	\$ 9.42	\$0.19	2.02%
10	\$ 9.35	\$0.05	0.54%	\$ 9.54	\$0.24	2.58%	\$ 9.47	\$0.17	1.79%
11	\$ 9.40	\$0.05	0.53%	\$ 9.59	\$0.24	2.57%	\$ 9.52	\$0.17	1.78%
12	\$ 9.49	\$0.09	0.96%	\$ 9.68	\$0.28	2.98%	\$ 9.61	\$0.21	2.19%
13	\$ 9.57	\$0.08	0.84%	\$ 9.76	\$0.27	2.85%	\$ 9.69	\$0.20	2.07%
14	\$ 9.63	\$0.06	0.63%	\$ 9.82	\$0.25	2.61%	\$ 9.75	\$0.18	1.84%
15	\$ 9.69	\$0.06	0.62%	\$ 9.88	\$0.25	2.60%	\$ 9.81	\$0.18	1.83%
16	\$ 9.74	\$0.05	0.52%	\$ 9.93	\$0.24	2.48%	\$ 9.86	\$0.17	1.72%
17	\$ 9.82	\$0.08	0.82%	\$10.02	\$0.28	2.87%	\$ 9.94	\$0.20	2.01%
18	\$ 9.87	\$0.05	0.51%	\$10.07	\$0.25	2.55%	\$ 9.99	\$0.17	1.70%
19	\$ 9.93	\$0.06	0.61%	\$10.13	\$0.26	2.63%	\$10.05	\$0.18	1.79%
20	\$ 10.00	\$0.07	0.70%	\$10.20	\$0.27	2.72%	\$10.13	\$0.20	1.97%
21	\$ 10.06	\$0.06	0.60%	\$10.26	\$0.26	2.60%	\$10.19	\$0.19	1.86%
22	\$ 10.13	\$0.07	0.70%	\$10.33	\$0.27	2.68%	\$10.26	\$0.20	1.95%
23	\$ 10.20	\$0.07	0.69%	\$10.40	\$0.27	2.67%	\$10.33	\$0.20	1.94%
24	\$ 10.27	\$0.07	0.69%	\$10.48	\$0.28	2.75%	\$10.40	\$0.20	1.92%
25	\$ 10.32	\$0.05	0.49%	\$10.53	\$0.26	2.53%	\$10.45	\$0.18	1.72%
26	\$ 10.39	\$0.07	0.68%	\$10.60	\$0.28	2.71%	\$10.52	\$0.20	1.90%
27	\$ 10.44	\$0.05	0.48%	\$10.65	\$0.26	2.50%	\$10.57	\$0.18	1.70%
28	\$ 10.53	\$0.09	0.86%	\$10.74	\$0.30	2.87%	\$10.66	\$0.22	2.07%
29	\$ 10.58	\$0.05	0.47%	\$10.79	\$0.26	2.47%	\$10.71	\$0.18	1.68%
30	\$ 10.64	\$0.06	0.57%	\$10.85	\$0.27	2.55%	\$10.77	\$0.19	1.76%

**2019-2020
School Nutrition
Manager's Salary Schedule**

Years of Experience	2018-2019			2%			1.25%		
	Salary Step	Increase Actual	Increase %	Step	Increase Actual	Increase %	Step	Increase Actual	Increase %
0	\$ 18,960			\$19,339			\$19,197		
1	\$ 19,770	\$810	4.27%	\$20,165	\$1,205	6.36%	\$20,017	\$1,057	5.47%
2	\$ 20,580	\$810	4.10%	\$20,992	\$1,222	6.18%	\$20,837	\$1,067	5.29%
3	\$ 21,130	\$550	2.67%	\$21,553	\$ 973	4.73%	\$21,394	\$ 814	3.88%
4	\$ 21,680	\$550	2.60%	\$22,114	\$ 984	4.66%	\$21,951	\$ 821	3.81%
5	\$ 21,790	\$110	0.51%	\$22,226	\$ 546	2.52%	\$22,062	\$ 382	1.73%
6	\$ 21,880	\$ 90	0.41%	\$22,318	\$ 528	2.42%	\$22,154	\$ 364	1.64%
7	\$ 21,980	\$100	0.46%	\$22,420	\$ 540	2.47%	\$22,255	\$ 375	1.68%
8	\$ 22,070	\$ 90	0.41%	\$22,511	\$ 531	2.42%	\$22,346	\$ 366	1.63%
9	\$ 22,170	\$100	0.45%	\$22,613	\$ 543	2.46%	\$22,447	\$ 377	1.67%
10	\$ 22,260	\$ 90	0.41%	\$22,705	\$ 535	2.41%	\$22,538	\$ 368	1.63%
11	\$ 22,360	\$100	0.45%	\$22,807	\$ 547	2.46%	\$22,640	\$ 380	1.67%
12	\$ 22,450	\$ 90	0.40%	\$22,899	\$ 539	2.41%	\$22,731	\$ 371	1.63%
13	\$ 22,560	\$110	0.49%	\$23,011	\$ 561	2.50%	\$22,842	\$ 392	1.71%
14	\$ 22,680	\$120	0.53%	\$23,134	\$ 574	2.54%	\$22,964	\$ 404	1.76%
15	\$ 22,790	\$110	0.49%	\$23,246	\$ 566	2.50%	\$23,075	\$ 395	1.71%
16	\$ 22,900	\$110	0.48%	\$23,358	\$ 568	2.49%	\$23,186	\$ 396	1.70%
17	\$ 23,020	\$120	0.52%	\$23,480	\$ 580	2.53%	\$23,308	\$ 408	1.75%
18	\$ 23,130	\$110	0.48%	\$23,593	\$ 573	2.49%	\$23,419	\$ 399	1.70%
19	\$ 23,250	\$120	0.52%	\$23,715	\$ 585	2.53%	\$23,541	\$ 411	1.74%
20	\$ 23,370	\$120	0.52%	\$23,837	\$ 587	2.52%	\$23,662	\$ 412	1.74%
21	\$ 23,480	\$110	0.47%	\$23,950	\$ 580	2.48%	\$23,774	\$ 404	1.69%
22	\$ 23,600	\$120	0.51%	\$24,072	\$ 592	2.52%	\$23,895	\$ 415	1.73%
23	\$ 23,720	\$120	0.51%	\$24,194	\$ 594	2.52%	\$24,017	\$ 417	1.73%
24	\$ 23,840	\$120	0.51%	\$24,317	\$ 597	2.52%	\$24,138	\$ 418	1.73%
25	\$ 23,960	\$120	0.50%	\$24,439	\$ 599	2.51%	\$24,260	\$ 420	1.73%
26	\$ 24,080	\$120	0.50%	\$24,562	\$ 602	2.51%	\$24,381	\$ 421	1.72%
27	\$ 24,200	\$120	0.50%	\$24,684	\$ 604	2.51%	\$24,503	\$ 423	1.72%
28	\$ 24,320	\$120	0.50%	\$24,806	\$ 606	2.50%	\$24,624	\$ 424	1.72%
29	\$ 24,440	\$120	0.49%	\$24,929	\$ 609	2.50%	\$24,746	\$ 426	1.72%
30	\$ 24,560	\$120	0.49%	\$25,051	\$ 611	2.50%	\$24,867	\$ 427	1.71%

Number of Days

Serve Children	175
Cleaning or Repc	3
Holidays	2
In-Service or Oth	7
Total Days	187

**2018-19
School Psychologist
11 Month Salary**

BEP Salary Scale
x 1.1 (Eleventh Month)
+ 18% of base BEP Salary

Hard to Fill \$3,000
Retention \$3,000

**2019-20
School Psychologist
11 Month Salary**

BEP Salary Scale
x 1.1 (Eleventh Month)
+ 28 % of base BEP Salary

Hard to Fill/Retention \$ 2,500

**2018-19
Speech Pathologist**

BEP Salary Scale
Pathologist Adjustment \$ -

**2019-20
Speech Pathologist**

BEP Salary Scale
Pathologist Adjustment \$ 5,000

**2018-19
Occupational Therapist**

No Current Salary Scale
Occupational Therapist Adjustment \$ -

**2019-20
Occupational Therapist**

BEP Scale Salary
Occupational Therapist Adjustment \$15,000

**2019-2020
School Psychologist
11 Month Salary**

BEP Salary by Training and Experience (Teacher Pay Scale)
x 1.1 (Eleventh Month)
+ 28% of base BEP Salary

Years	MASTERS			MASTERS + 30/40			Ed.S.			Ed.D/Ph.D.		
	18%	28%	Increase	18%	28%	Increase	18%	28%	Increase	18%	28%	Increase
0	\$51,328	\$ 55,338	\$4,010	\$54,528	\$58,788	\$4,260	\$55,168	\$59,478	\$4,310	\$58,624	\$ 63,204	\$4,580
1	\$52,864	\$ 56,994	\$4,130	\$55,936	\$60,306	\$4,370	\$56,832	\$61,272	\$4,440	\$60,160	\$ 64,860	\$4,700
2	\$52,992	\$ 57,132	\$4,140	\$56,064	\$60,444	\$4,380	\$57,088	\$61,548	\$4,460	\$60,416	\$ 65,136	\$4,720
3	\$53,248	\$ 57,408	\$4,160	\$56,192	\$60,582	\$4,390	\$57,216	\$61,686	\$4,470	\$60,672	\$ 65,412	\$4,740
4	\$53,888	\$ 58,098	\$4,210	\$56,832	\$61,272	\$4,440	\$57,728	\$62,238	\$4,510	\$60,928	\$ 65,688	\$4,760
5	\$54,272	\$ 58,512	\$4,240	\$57,472	\$61,962	\$4,490	\$58,240	\$62,790	\$4,550	\$61,184	\$ 65,964	\$4,780
6	\$55,296	\$ 59,616	\$4,320	\$57,984	\$62,514	\$4,530	\$58,880	\$63,480	\$4,600	\$62,080	\$ 66,930	\$4,850
7	\$55,808	\$ 60,168	\$4,360	\$58,752	\$63,342	\$4,590	\$59,520	\$64,170	\$4,650	\$62,720	\$ 67,620	\$4,900
8	\$56,320	\$ 60,720	\$4,400	\$59,136	\$63,756	\$4,620	\$60,160	\$64,860	\$4,700	\$64,640	\$ 69,690	\$5,050
9	\$56,960	\$ 61,410	\$4,450	\$59,776	\$64,446	\$4,670	\$60,672	\$65,412	\$4,740	\$65,920	\$ 71,070	\$5,150
10	\$57,472	\$ 61,962	\$4,490	\$60,288	\$64,998	\$4,710	\$61,184	\$65,964	\$4,780	\$66,176	\$ 71,346	\$5,170
11	\$59,328	\$ 63,963	\$4,635	\$60,928	\$65,688	\$4,760	\$62,208	\$67,068	\$4,860	\$67,456	\$ 72,726	\$5,270
12	\$59,520	\$ 64,170	\$4,650	\$61,440	\$66,240	\$4,800	\$62,464	\$67,344	\$4,880	\$67,840	\$ 73,140	\$5,300
13	\$59,776	\$ 64,446	\$4,670	\$62,208	\$67,068	\$4,860	\$63,872	\$68,862	\$4,990	\$69,248	\$ 74,658	\$5,410
14	\$60,288	\$ 64,998	\$4,710	\$62,720	\$67,620	\$4,900	\$64,128	\$69,138	\$5,010	\$69,504	\$ 74,934	\$5,430
15	\$60,544	\$ 65,136	\$4,720	\$63,360	\$68,310	\$4,950	\$65,536	\$70,656	\$5,120	\$71,040	\$ 76,590	\$5,550
16	\$60,416	\$ 65,274	\$4,730	\$63,488	\$68,448	\$4,960	\$65,920	\$71,070	\$5,150	\$71,296	\$ 76,866	\$5,570
17	\$60,672	\$ 65,412	\$4,740	\$63,872	\$68,862	\$4,990	\$66,560	\$71,760	\$5,200	\$72,192	\$ 77,832	\$5,640
18	\$61,184	\$ 65,964	\$4,780	\$64,000	\$69,000	\$5,000	\$66,688	\$71,898	\$5,210	\$72,320	\$ 77,970	\$5,650
19	\$61,312	\$ 66,102	\$4,790	\$65,024	\$70,104	\$5,080	\$67,584	\$72,864	\$5,280	\$73,472	\$ 79,212	\$5,740
20	\$61,440	\$ 66,240	\$4,800	\$65,152	\$70,242	\$5,090	\$67,712	\$73,002	\$5,290	\$73,600	\$ 79,350	\$5,750
21	\$61,568	\$ 66,378	\$4,810	\$65,280	\$70,380	\$5,100	\$67,840	\$73,140	\$5,300	\$73,728	\$ 79,488	\$5,760
22	\$61,696	\$ 66,516	\$4,820	\$65,408	\$70,518	\$5,110	\$67,968	\$73,278	\$5,310	\$73,984	\$ 79,764	\$5,780
23	\$61,824	\$ 66,654	\$4,830	\$65,536	\$70,656	\$5,120	\$68,096	\$73,416	\$5,320	\$74,240	\$ 80,040	\$5,800
24	\$62,080	\$ 66,930	\$4,850	\$65,664	\$70,794	\$5,130	\$68,224	\$73,554	\$5,330	\$74,496	\$ 80,316	\$5,820
25	\$62,208	\$ 67,068	\$4,860	\$65,792	\$70,932	\$5,140	\$68,352	\$73,692	\$5,340	\$74,752	\$ 80,592	\$5,840
26	\$62,336	\$ 67,206	\$4,870	\$65,920	\$71,070	\$5,150	\$68,608	\$73,968	\$5,360	\$75,136	\$ 81,006	\$5,870
27	\$62,464	\$ 67,344	\$4,880	\$66,048	\$71,208	\$5,160	\$68,736	\$74,106	\$5,370	\$75,392	\$ 81,282	\$5,890
28	\$62,592	\$ 67,482	\$4,890	\$66,176	\$71,346	\$5,170	\$68,864	\$74,244	\$5,380	\$75,648	\$ 81,558	\$5,910
29	\$62,720	\$ 67,620	\$4,900	\$66,304	\$71,484	\$5,180	\$68,992	\$74,382	\$5,390	\$75,904	\$ 81,834	\$5,930
30	\$62,848	\$ 67,758	\$4,910	\$66,560	\$71,760	\$5,200	\$69,248	\$74,658	\$5,410	\$77,312	\$ 83,352	\$6,040

**School Secretary/Bookkeeper
Salary Schedule
2019-2020**

Years of Experience	2018-2019			2%			1.25%		
	Salary Step	Increase Actual	Increase %	Step	Increase Actual	Increase %	Step	Increase Actual	Increase %
0	\$ 14,560			\$14,851			\$14,742		
1	\$ 15,370	\$ 810	5.56%	\$15,677	\$ 1,117	7.67%	\$15,562	\$ 1,002	6.75%
2	\$ 15,700	\$ 330	2.15%	\$16,014	\$ 644	4.19%	\$15,896	\$ 526	3.36%
3	\$ 15,760	\$ 60	0.38%	\$16,075	\$ 375	2.39%	\$15,957	\$ 257	1.60%
4	\$ 15,960	\$ 200	1.27%	\$16,279	\$ 519	3.29%	\$16,160	\$ 400	2.49%
5	\$ 16,160	\$ 200	1.25%	\$16,483	\$ 523	3.28%	\$16,362	\$ 402	2.47%
6	\$ 16,310	\$ 150	0.93%	\$16,636	\$ 476	2.95%	\$16,514	\$ 354	2.15%
7	\$ 16,470	\$ 160	0.98%	\$16,799	\$ 489	3.00%	\$16,676	\$ 366	2.20%
8	\$ 16,630	\$ 160	0.97%	\$16,963	\$ 493	2.99%	\$16,838	\$ 368	2.19%
9	\$ 16,790	\$ 160	0.96%	\$17,126	\$ 496	2.98%	\$17,000	\$ 370	2.18%
10	\$ 16,960	\$ 170	1.01%	\$17,299	\$ 509	3.03%	\$17,172	\$ 382	2.23%
11	\$ 17,120	\$ 160	0.94%	\$17,462	\$ 502	2.96%	\$17,334	\$ 374	2.16%
12	\$ 17,280	\$ 160	0.93%	\$17,626	\$ 506	2.96%	\$17,496	\$ 376	2.15%
13	\$ 17,440	\$ 160	0.93%	\$17,789	\$ 509	2.95%	\$17,658	\$ 378	2.14%
14	\$ 17,600	\$ 160	0.92%	\$17,952	\$ 512	2.94%	\$17,820	\$ 380	2.14%
15	\$ 17,770	\$ 170	0.97%	\$18,125	\$ 525	2.98%	\$17,992	\$ 392	2.18%
16	\$ 17,930	\$ 160	0.90%	\$18,289	\$ 519	2.92%	\$18,154	\$ 384	2.12%
17	\$ 18,090	\$ 160	0.89%	\$18,452	\$ 522	2.91%	\$18,316	\$ 386	2.11%
18	\$ 18,240	\$ 150	0.83%	\$18,605	\$ 515	2.85%	\$18,468	\$ 378	2.05%
19	\$ 18,400	\$ 160	0.88%	\$18,768	\$ 528	2.89%	\$18,630	\$ 390	2.10%
20	\$ 18,580	\$ 180	0.98%	\$18,952	\$ 552	3.00%	\$18,812	\$ 412	2.20%
21	\$ 18,730	\$ 150	0.81%	\$19,105	\$ 525	2.83%	\$18,964	\$ 384	2.03%
22	\$ 18,890	\$ 160	0.85%	\$19,268	\$ 538	2.87%	\$19,126	\$ 396	2.07%
23	\$ 19,050	\$ 160	0.85%	\$19,431	\$ 541	2.86%	\$19,288	\$ 398	2.07%
24	\$ 19,210	\$ 160	0.84%	\$19,594	\$ 544	2.86%	\$19,450	\$ 400	2.06%
25	\$ 19,390	\$ 180	0.94%	\$19,778	\$ 568	2.96%	\$19,632	\$ 422	2.15%
26	\$ 19,550	\$ 160	0.83%	\$19,941	\$ 551	2.84%	\$19,794	\$ 404	2.04%
27	\$ 19,710	\$ 160	0.82%	\$20,104	\$ 554	2.83%	\$19,956	\$ 406	2.04%
28	\$ 19,870	\$ 160	0.81%	\$20,267	\$ 557	2.83%	\$20,118	\$ 408	2.03%
29	\$ 20,030	\$ 160	0.81%	\$20,431	\$ 561	2.82%	\$20,280	\$ 410	2.02%
30	\$ 20,200	\$ 170	0.85%	\$20,604	\$ 574	2.87%	\$20,453	\$ 423	2.07%

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.

**Substitute Teacher Salary
2019-2020**

\$ 64.00/day

**Teacher Assistant
Salary Schedule
2019-2020**

Years of Experience	2018-2019			2%			1.25%		
	Salary Step	Increase Actual	Increase %	Step	Increase Actual	Increase %	Step	Increase Actual	Increase %
0	\$ 14,260			\$14,545			\$14,438		
1	\$ 14,980	\$ 720	5.05%	\$15,280	\$1,020	7.15%	\$15,167	\$ 907	6.24%
2	\$ 15,170	\$ 190	1.27%	\$15,473	\$ 493	3.29%	\$15,360	\$ 380	2.49%
3	\$ 15,350	\$ 180	1.19%	\$15,657	\$ 487	3.21%	\$15,542	\$ 372	2.40%
4	\$ 15,540	\$ 190	1.24%	\$15,851	\$ 501	3.26%	\$15,734	\$ 384	2.45%
5	\$ 15,720	\$ 180	1.16%	\$16,034	\$ 494	3.18%	\$15,917	\$ 377	2.38%
6	\$ 15,870	\$ 150	0.95%	\$16,187	\$ 467	2.97%	\$16,068	\$ 348	2.17%
7	\$ 16,010	\$ 140	0.88%	\$16,330	\$ 460	2.90%	\$16,210	\$ 340	2.10%
8	\$ 16,160	\$ 150	0.94%	\$16,483	\$ 473	2.95%	\$16,362	\$ 352	2.16%
9	\$ 16,310	\$ 150	0.93%	\$16,636	\$ 476	2.95%	\$16,514	\$ 354	2.15%
10	\$ 16,450	\$ 140	0.86%	\$16,779	\$ 469	2.88%	\$16,656	\$ 346	2.08%
11	\$ 16,600	\$ 150	0.91%	\$16,932	\$ 482	2.93%	\$16,808	\$ 358	2.13%
12	\$ 16,740	\$ 140	0.84%	\$17,075	\$ 475	2.86%	\$16,949	\$ 349	2.06%
13	\$ 16,890	\$ 150	0.90%	\$17,228	\$ 488	2.92%	\$17,101	\$ 361	2.11%
14	\$ 17,030	\$ 140	0.83%	\$17,371	\$ 481	2.85%	\$17,243	\$ 353	2.05%
15	\$ 17,170	\$ 140	0.82%	\$17,513	\$ 483	2.84%	\$17,385	\$ 355	2.04%
16	\$ 17,320	\$ 150	0.87%	\$17,666	\$ 496	2.89%	\$17,537	\$ 367	2.10%
17	\$ 17,470	\$ 150	0.87%	\$17,819	\$ 499	2.88%	\$17,688	\$ 368	2.08%
18	\$ 17,610	\$ 140	0.80%	\$17,962	\$ 492	2.82%	\$17,830	\$ 360	2.02%
19	\$ 17,760	\$ 150	0.85%	\$18,115	\$ 505	2.87%	\$17,982	\$ 372	2.07%
20	\$ 17,920	\$ 160	0.90%	\$18,278	\$ 518	2.92%	\$18,144	\$ 384	2.12%
21	\$ 18,060	\$ 140	0.78%	\$18,421	\$ 501	2.80%	\$18,286	\$ 366	2.00%
22	\$ 18,210	\$ 150	0.83%	\$18,574	\$ 514	2.85%	\$18,438	\$ 378	2.05%
23	\$ 18,350	\$ 140	0.77%	\$18,717	\$ 507	2.78%	\$18,579	\$ 369	1.99%
24	\$ 18,500	\$ 150	0.82%	\$18,870	\$ 520	2.83%	\$18,731	\$ 381	2.04%
25	\$ 18,660	\$ 160	0.86%	\$19,033	\$ 533	2.88%	\$18,893	\$ 393	2.08%
26	\$ 18,810	\$ 150	0.80%	\$19,186	\$ 526	2.82%	\$19,045	\$ 385	2.02%
27	\$ 18,950	\$ 140	0.74%	\$19,329	\$ 519	2.76%	\$19,187	\$ 377	1.96%
28	\$ 19,100	\$ 150	0.79%	\$19,482	\$ 532	2.81%	\$19,339	\$ 389	2.01%
29	\$ 19,240	\$ 140	0.73%	\$19,625	\$ 525	2.75%	\$19,481	\$ 381	1.96%
30	\$ 19,410	\$ 170	0.88%	\$19,798	\$ 558	2.90%	\$19,653	\$ 413	2.10%

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
Principal - Assistant Principals - CO Licensed Supervisors
Proposed Salary Scales

Principal Salaries FY 2019-2020 12 Month Employment			
Years Exp.	Elementary	Middle School	High School
0	\$ 70,000	\$ 72,800	\$ 75,600
1	\$ 73,000	\$ 75,920	\$ 78,840
2	\$ 73,000	\$ 75,920	\$ 78,840
3	\$ 73,000	\$ 75,920	\$ 78,840
4	\$ 73,000	\$ 75,920	\$ 78,840
5	\$ 73,000	\$ 75,920	\$ 78,840
6	\$ 75,500	\$ 78,520	\$ 81,540
7	\$ 75,500	\$ 78,520	\$ 81,540
8	\$ 75,500	\$ 78,520	\$ 81,540
9	\$ 75,500	\$ 78,520	\$ 81,540
10	\$ 75,500	\$ 78,520	\$ 81,540
11	\$ 77,500	\$ 80,600	\$ 83,700
12	\$ 77,500	\$ 80,600	\$ 83,700
13	\$ 77,500	\$ 80,600	\$ 83,700
14	\$ 77,500	\$ 80,600	\$ 83,700
15	\$ 79,500	\$ 82,680	\$ 85,860
Degree Supplement			
Eds	\$ 1,500	\$ 1,500	\$ 1,500
PhD/Edd	\$ 2,500	\$ 2,500	\$ 2,500

Assistant Principal Salaries FY 2019-2020 11 Month Employment			
Years Exp.	Elementary	Middle School	High School
0	\$ 57,750	\$ 60,060	\$ 68,040
1	\$ 60,225	\$ 62,634	\$ 70,956
2	\$ 60,225	\$ 62,634	\$ 70,956
3	\$ 60,225	\$ 62,634	\$ 70,956
4	\$ 60,225	\$ 62,634	\$ 70,956
5	\$ 60,225	\$ 62,634	\$ 70,956
6	\$ 62,288	\$ 64,779	\$ 73,386
7	\$ 62,288	\$ 64,779	\$ 73,386
8	\$ 62,288	\$ 64,779	\$ 73,386
9	\$ 62,288	\$ 64,779	\$ 73,386
10	\$ 62,288	\$ 64,779	\$ 73,386
11	\$ 63,938	\$ 66,495	\$ 75,330
12	\$ 63,938	\$ 66,495	\$ 75,330
13	\$ 63,938	\$ 66,495	\$ 75,330
14	\$ 63,938	\$ 66,495	\$ 75,330
15	\$ 65,588	\$ 68,211	\$ 77,274
Degree Supplement			
Eds	\$ 1,500	\$ 1,500	\$ 1,500
PhD/Edd	\$ 2,500	\$ 2,500	\$ 2,500

Central Office Administrators	
Years Exp.	Salary
0	\$ 73,500
1	\$ 74,500
2	\$ 76,650
3	\$ 76,650
4	\$ 76,650
5	\$ 76,650
6	\$ 76,650
7	\$ 79,275
8	\$ 79,275
9	\$ 79,275
10	\$ 79,275
11	\$ 81,375
12	\$ 81,375
13	\$ 81,375
14	\$ 81,375
15	\$ 83,475
Degree Supplement	
Eds	\$ 1,500
PhD/Edd	\$ 2,500

Central Office Supervisors
2019-20

2018-19				Option A			Option B			Option C Adm		
Salary	BEP Scale	BEP Bonus	Total	Proposed Scale	BEP Scale	Retention Bonus	Total	Proposed Scale	BEP Scale	Retention Bonus	Total	
\$ 73,040	\$ 73,160	\$ 4,500	\$ 77,660	\$ 79,275	\$ 73,160	\$ 3,000	\$ 76,160	\$ 73,040	\$ 73,160	\$ 3,000	\$ 76,160	
\$ 67,360	\$ 67,480	\$ 3,000	\$ 70,480	\$ 74,500	\$ 67,480	\$ 3,000	\$ 70,480	\$ 74,500	\$ 67,480	\$ 3,000	\$ 70,480	
\$ 72,320	\$ 72,440	\$ 4,500	\$ 76,940	\$ 76,650	\$ 72,440	\$ 3,000	\$ 75,440	\$ 76,650	\$ 72,440	\$ 3,000	\$ 75,440	
\$ 75,000	\$ 75,000	\$ 4,500	\$ 79,500	\$ 76,650	\$ 75,000	\$ 3,000	\$ 78,000	\$ 76,650	\$ 75,000	\$ 3,000	\$ 78,000	
\$ 73,400	\$ 74,520	\$ 4,500	\$ 79,020	\$ 76,650	\$ 74,520	\$ 3,000	\$ 77,520	\$ 76,650	\$ 74,520	\$ 3,000	\$ 77,520	
\$ 72,920	\$ 72,920	\$ 4,600	\$ 77,520	\$ 83,475	\$ 72,920	\$ 3,000	\$ 75,920	\$ 83,475	\$ 72,920	\$ 3,000	\$ 75,920	
\$ 75,200	\$ 75,320	\$ 4,500	\$ 79,820	\$ 79,275	\$ 75,320	\$ 3,000	\$ 78,320	\$ 79,275	\$ 75,320	\$ 3,000	\$ 78,320	
\$509,240	\$510,840	\$30,100	\$540,940	\$ 546,475	\$510,840	\$21,000	\$531,840	\$ 546,475	\$510,840	\$21,000	\$531,840	

Principals
2019-20

2018-19				Option A			Option B			Option C Adm		
Salary	BEP Scale	BEP Bonus	Total	Proposed Scale	BEP Scale	Retention Bonus	Total	Proposed Scale	BEP Scale	Retention Bonus	Total	
\$ 73,152	\$ 74,160	\$ 4,500	\$ 78,660	\$ 73,000	\$ 74,160	\$ 3,000	\$ 77,160	\$ 73,152	\$ 74,160	\$ 3,000	\$ 77,160	
\$ 80,480	\$ 80,640	\$ 1,000	\$ 81,640	\$ 80,640	\$ 80,640	\$ 3,000	\$ 83,640	\$ 80,480	\$ 80,640	\$ 3,000	\$ 83,640	
\$ 68,400	\$ 68,976	\$ 750	\$ 69,726	\$ 73,000	\$ 68,976	\$ 3,000	\$ 71,976	\$ 73,000	\$ 68,976	\$ 3,000	\$ 71,976	
\$ 72,288	\$ 72,432	\$ 3,000	\$ 75,432	\$ 73,000	\$ 72,432	\$ 3,000	\$ 75,432	\$ 73,000	\$ 72,432	\$ 3,000	\$ 75,432	
\$ 69,825	\$ 70,413	\$ 750	\$ 71,163	\$ 75,920	\$ 70,413	\$ 3,000	\$ 73,413	\$ 75,920	\$ 70,413	\$ 3,000	\$ 73,413	
\$ 79,233	\$ 79,380	\$ 4,500	\$ 83,880	\$ 79,233	\$ 79,380	\$ 3,000	\$ 82,380	\$ 79,233	\$ 79,380	\$ 3,000	\$ 82,380	
\$ 85,650	\$ 85,800	\$ 4,500	\$ 90,300	\$ 88,360	\$ 85,800	\$ 3,000	\$ 88,800	\$ 88,360	\$ 85,800	\$ 3,000	\$ 88,800	
\$ 73,350	\$ 75,525	\$ 1,000	\$ 76,525	\$ 78,840	\$ 75,525	\$ 3,000	\$ 78,525	\$ 78,840	\$ 75,525	\$ 3,000	\$ 78,525	
\$602,378	\$607,326	\$20,000	\$627,326	\$ 621,993	\$607,326	\$24,000	\$631,326	\$ 621,993	\$607,326	\$24,000	\$631,326	

HICKMAN COUNTY SCHOOLS

Principals

Proposed Salary Scales

Option B

Principal Salaries FY 2019-2020 12 Month Employment			
Years Exp.	Elementary	Middle School	High School
0	\$ 70,000	\$ 72,800	\$ 75,600
1	\$ 73,000	\$ 75,920	\$ 78,840
2	\$ 73,000	\$ 75,920	\$ 78,840
3	\$ 73,000	\$ 75,920	\$ 78,840
4	\$ 73,000	\$ 75,920	\$ 78,840
5	\$ 73,000	\$ 75,920	\$ 78,840
6	\$ 75,500	\$ 78,520	\$ 81,540
7	\$ 75,500	\$ 78,520	\$ 81,540
8	\$ 75,500	\$ 78,520	\$ 81,540
9	\$ 75,500	\$ 78,520	\$ 81,540
10	\$ 75,500	\$ 78,520	\$ 81,540
11	\$ 77,500	\$ 80,600	\$ 83,700
12	\$ 77,500	\$ 80,600	\$ 83,700
13	\$ 77,500	\$ 80,600	\$ 83,700
14	\$ 77,500	\$ 80,600	\$ 83,700
15	\$ 79,500	\$ 82,680	\$ 85,860
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 inside or outside the system, or Administrator (Senior Staff) experience inside the system

HICKMAN COUNTY SCHOOLS
Assitant Principals
Proposed Salary Scales
Option B

Assistant Principal Salaries FY 2019-2020			
Years Exp.	11 Month Employment		12 Month
	Elementary	Middle School	High School
0	\$ 57,750	\$ 60,060	\$ 68,040
1	\$ 60,225	\$ 62,634	\$ 70,956
2	\$ 60,225	\$ 62,634	\$ 70,956
3	\$ 60,225	\$ 62,634	\$ 70,956
4	\$ 60,225	\$ 62,634	\$ 70,956
5	\$ 60,225	\$ 62,634	\$ 70,956
6	\$ 62,288	\$ 64,779	\$ 73,386
7	\$ 62,288	\$ 64,779	\$ 73,386
8	\$ 62,288	\$ 64,779	\$ 73,386
9	\$ 62,288	\$ 64,779	\$ 73,386
10	\$ 62,288	\$ 64,779	\$ 73,386
11	\$ 63,938	\$ 66,495	\$ 75,330
12	\$ 63,938	\$ 66,495	\$ 75,330
13	\$ 63,938	\$ 66,495	\$ 75,330
14	\$ 63,938	\$ 66,495	\$ 75,330
15	\$ 65,588	\$ 68,211	\$ 77,274
Degree Supplement			
EdS	\$ 1,500	\$ 1,500	\$ 1,500
PhD/EdD	\$ 2,500	\$ 2,500	\$ 2,500

*10 Month Positions would be prorated

**HICKMAN COUNTY SCHOOLS
CO Licensed Supervisors
Proposed Salary Scales**

Option B

Central Office Administrators

Years Exp.

0	\$	73,500
1	\$	74,500
2	\$	76,650
3	\$	76,650
4	\$	76,650
5	\$	76,650
6	\$	79,275
7	\$	79,275
8	\$	79,275
9	\$	79,275
10	\$	79,275
11	\$	81,375
12	\$	81,375
13	\$	81,375
14	\$	81,375
15	\$	83,475

Degree Supplement

EdS	\$	1,500
PhD/EdD	\$	2,500

Central Office Supervisors
2019-20

Yrs of Exp	2018-19 Salary	Option A			Option B		Option C			
		BEP Scale Salary	BEP Bonus	Total	% Increase	Proposed Scale	% Increase	Adm Retention Bonus	Total	% Increase
6	\$ 73,040	\$ 73,160	\$ 4,500	\$ 77,660	8.54%	\$ 79,275	8.54%	\$ 3,000	\$ 76,160	4.27%
1	\$ 67,360	\$ 67,480	\$ 3,000	\$ 70,480	4.63%	\$ 74,500	10.60%	\$ 3,000	\$ 70,480	4.63%
3	\$ 72,320	\$ 72,440	\$ 4,500	\$ 76,940	6.39%	\$ 76,650	5.99%	\$ 3,000	\$ 75,440	4.31%
3	\$ 75,000	\$ 75,000	\$ 4,500	\$ 79,500	6.00%	\$ 76,650	2.20%	\$ 3,000	\$ 78,000	4.00%
3	\$ 73,400	\$ 74,520	\$ 4,500	\$ 79,020	7.66%	\$ 76,650	4.43%	\$ 3,000	\$ 77,520	5.61%
15+	\$ 72,920	\$ 72,920	\$ 4,600	\$ 77,520	6.31%	\$ 83,475	14.47%	\$ 3,000	\$ 75,920	4.11%
7	\$ 75,200	\$ 75,320	\$ 4,500	\$ 79,820	6.14%	\$ 79,275	5.42%	\$ 3,000	\$ 78,320	4.15%
	\$509,240	\$510,840	\$30,100	\$540,940	6.22%	\$ 546,475	7.31%	\$21,000	\$531,840	4.44%

Principals
2019-20

Yrs of Exp	2018-19 Salary	Option A			Option B		Option C			
		BEP Scale Salary	BEP Bonus	Total	% Increase	Proposed Scale	% Increase	Adm Retention Bonus	Total	% Increase
1	\$ 73,152	\$ 74,160	\$ 4,500	\$ 78,660	7.53%	\$ 73,152	0.00%*	\$ 3,000	\$ 77,160	5.48%
8	\$ 80,480	\$ 80,640	\$ 1,000	\$ 81,640	1.44%	\$ 80,480	0.00%*	\$ 3,000	\$ 83,640	3.93%
4	\$ 68,400	\$ 68,976	\$ 750	\$ 69,726	1.94%	\$ 73,000	6.73%	\$ 3,000	\$ 71,976	5.23%
5	\$ 72,288	\$ 72,432	\$ 3,000	\$ 75,432	4.35%	\$ 73,000	0.98%	\$ 3,000	\$ 75,432	4.35%
4	\$ 69,825	\$ 70,413	\$ 750	\$ 71,163	1.92%	\$ 75,920	8.73%	\$ 3,000	\$ 73,413	5.14%
5	\$ 79,233	\$ 79,380	\$ 4,500	\$ 83,880	5.86%	\$ 79,233	0.00%*	\$ 3,000	\$ 82,380	3.97%
15	\$ 85,650	\$ 85,800	\$ 4,500	\$ 90,300	5.43%	\$ 88,360	3.16%	\$ 3,000	\$ 88,800	3.68%
5	\$ 73,350	\$ 75,525	\$ 1,000	\$ 76,525	4.33%	\$ 78,840	7.48%	\$ 3,000	\$ 78,525	7.06%
	\$602,378	\$607,326	\$20,000	\$627,326	4.14%	\$ 621,985	3.25%	\$24,000	\$631,326	4.81%

Denotes salary frozen due to current
* salary higher than proposed scales

Hickman County (410)
2019-2020 Differentiated Pay Plan

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	Describe how the district will differentiate for this element. Include the eligibility criteria for receiving the award (such as minimum attendance or evaluation score).	Will the compensation be given as a bonus or a base pay increase? How much will qualifying teachers receive?	Eligibility: How many teachers are eligible for this type of compensation? Forecasted participation: How many teachers do you estimate will receive the award?	How much does the district estimate it will pay out for this differentiated pay element?	What percentage of salary expenditures (excluding benefit costs) does this element cover?
Hard-to-Staff (School, Subject, or Placement)	The district will offer a signing and/or retention bonus for hard to fill positions. For the 2019-2020 school year, signing/retention bonuses will be offered in the following areas: K-12 Special Education, Secondary Math, Secondary Science, K-12 School Counselors, K-12 Principals, and Secondary Foreign Language teachers.	<i>The compensation will be given as a bonus. It will be paid as follows: one half on or about 1 October 2019 and one half on or about 1 May 2020. Amounts are negotiable from \$1,000.00 to \$4,000.00.</i>	The bonus will be available to new teachers in the district as per signing. Current teachers per retention. For signing, it is estimated that 12-15 will receive the bonus. For retention, it is estimated that 5-8 will receive the bonus.	It is estimated that the bonus will be approximately \$60,000.00 for the 2019-2020 school year.	The bonus will be approximately 2% of salary expenditures.

<p>Performance</p>	<p>The District will award a performance bonus for all teachers who receive an overall effectiveness score of a 4 or 5 from the 2018-2019 school year based on the scores calculated in TNCompass.</p>	<p>Compensation will be given as a bonus on or about 1 December 2019 with \$235,000.00 being divided per share for the number of teachers qualifying; (level 4 teachers will receive 1 share of the allocation with a maximum amount of \$1,000.00: level 5 teachers will receive 2 shares of the allocation with a maximum amount of \$2,000.00).</p>	<p>All teachers and assistant principals (who are not under a performance contract) are eligible to receive the bonus.</p>	<p>The District estimates that the bonus payments will total approximately \$235,000.00 for the 2019-2020 school year.</p>	<p>The Performance bonus is estimated to be approximately 2% of salary expenditures.</p>
<p>Additional Instructional Roles or Responsibilities</p>	<p>Hickman County will pay a stipend to teacher-leaders selected to serve as a mentor teacher to new or struggling teachers.</p> <p>Hickman County will pay a stipend to teacher-leaders who assist with special district-wide curricular projects as determined by the administration.</p>	<p>The compensation will be provided as a stipend for specific leadership roles to build instructional capacity. Specific amounts will range for \$250 - \$1,000.</p>	<p>District and school leaders will screen for additional qualities such as leadership skills, facilitation skills, and specific pedagogy skills determined to be needed by teachers at each individual school.</p>	<p>The district estimates the bonus payments will total approximately \$20,000.00 for the 2019-2020 school year.</p>	<p>The bonus is estimated to be approximately less than 1% of salary expenditures.</p>
<p>Education*</p>	<p>The District will continue to pay for education training in five lanes: Bachelors,</p>	<p>Compensation is given as a base pay increase.</p> <p>Qualifying teachers,</p>	<p>All teachers are eligible.</p> <p>All teachers</p>	<p>The District estimates that the degree increase will be \$15,000.00 for the</p>	<p>The cost will be less than 1% of salary expenditures.</p>

	Masters, Masters +30/45, Ed.S and Doctorate. (See attached salary schedule.)	depending on their degree, receive an increase of \$1,000.00 - \$3,000.00.	participate.	2019-2020 school year.	
<i>Experience*</i>	The District will continue to pay for experience up to 30 years of experience.	Each year a teacher earns a base step increase as indicated on the salary schedule.	All teachers are eligible. All teachers participate.	The District estimates that the 2019-2020 step experience increase will be approximately \$250,000.00.	The cost will be less than 5% of salary expenditures.

**Education and experience are not differentiated pay elements and do not count toward the mandated criteria.*

Hickman County, Tennessee
General Purpose School Fund 141
Statement of Proposed Operations
For the Fiscal Year Ending June 30, 2020

Account No.	Description	Actual 2017-2018	Original Estimate 2018-2019	Amended Estimate 2018-2019	Estimate 2019-2020	Difference 2019-2020
ESTIMATED REVENUES						
40000	<u>Local Taxes</u>					
40100	<u>County Property Taxes</u>					
40110	Current Property Taxes	3,029,981	2,938,522	2,938,522	3,490,321	551,799
40120	Trustee's Collection - Prior Year	99,904	100,000	100,000	100,000	0
40130	Circuit/Clerk & Master Collections - Prior Years	61,768	55,000	55,000	55,000	0
40140	Interest and Penalty	20,029	21,000	21,000	21,000	0
40161	Payments in Lieu of Taxes - TVA	3,615	4,000	4,000	4,000	0
40162	Payments in Lieu of Taxes - Local Utilities	6,000	6,000	6,000	6,000	0
40200	<u>County Local Option Taxes</u>					
40210	Local Option Sales Tax	1,490,514	1,410,000	1,410,000	1,420,000	10,000
40270	Business Tax	35,140	30,000	30,000	30,000	0
40300	<u>Statutory Local Taxes</u>					
40320	Bank Excise Tax	0	0	0	30,000	30,000
40350	Interstate Telecommunication Tax	0	1,500	1,500	1,500	0
	Total Local Taxes	4,746,951	4,566,022	4,566,022	5,157,821	591,799
41000	<u>Licenses and Permits</u>					
41100	<u>Licenses</u>					
41110	Marriage Licenses	1,454	1,300	1,300	1,300	0
	Total Licenses and Permits	1,454	1,300	1,300	1,300	0
43000	<u>Charges for Current Services</u>					
43500	<u>Education Charges</u>					
43513	Tuition - Summer School	3,596	1,000	1,000	1,000	0
43517	Tuition - Other	0	1,000	1,000	1,000	0
43570	Receipts from Individual Schools	50,907	60,000	60,000	60,000	0
43582	Community Service Fees Adults	198	200	200	200	0
	Total Charges for Current Services	54,701	62,200	62,200	62,200	0
44000	<u>Other Local Revenues</u>					
44100	<u>Recurring Items</u>					
44120	Lease/Rentals	2,570	1,000	1,000	1,000	0
44146	Refund of Telecommunication/Internet Fees (E-Rate)	16,168	20,000	20,000	15,000	(5,000)
44170	Miscellaneous Refunds	38,389	50,000	50,000	25,000	(25,000)
44500	<u>Nonrecurring Items</u>					
44512	Gain on Retirement of Debt (Gasb 54)	170,173	0	0	0	0
44530	Sale of Equipment	3,931	10,000	10,000	5,000	(5,000)
44560	Damages Recovered from Individuals	603	3,000	3,000	3,000	0
44570	Contributions and Gifts	8,610	30,000	30,000	15,000	(15,000)
44990	Other Local Revenues	33,405	0	0	0	0
	Total Other Local Revenues	273,849	114,000	114,000	64,000	(50,000)
	Total Local Revenue	5,076,955	4,743,522	4,743,522	5,285,321	541,799

CY	PY	
MOE Total	MOE Total	
5,410,121	4,833,322	576,799

Net Penny	Rate	Property Tax	
38,734	0.7856	3,042,940	Proposed
38,734	0.9011	3,490,317	Current
38,734	0.1155	447,377	Increase

CY	PY
MOE Total 5,410,121	MOE Total 4,833,322

576,799

Account No.	Description	Actual 2017-2018	Original Estimate 2018-2019	Amended Estimate 2018-2019	Estimate 2019-2020	Difference 2019-2020
46000	<u>State of Tennessee</u>					
46175	On-Behalf Contributions for OPEB	76,008	0	0	0	0
46500	<u>State Education Funds</u>					
46511	Basic Education Program	21,911,878	22,071,000	22,071,000	22,360,000	289,000
46515	Early Childhood Education	436,511	434,000	434,000	419,362	(14,638)
46520	School Food Service	20,252	22,000	22,000	22,000	0
46550	Driver Education	5,939	13,000	13,000	10,000	(3,000)
46590	Other State Education Funds	68,791	275,000	275,000	250,000	(25,000)
46591	Coordinated School Health	90,000	90,000	90,000	90,000	0
46594	Family Resource Centers	59,223	54,000	54,000	59,223	5,223
46595	SSMS ARRA	0	0	0	0	0
46610	Career Ladder Program	73,185	75,000	75,000	60,000	(15,000)
46640	Vocational Equipment	149,991	0	0		0
46800	<u>Other State Revenues</u>					
46851	State Revenue Sharing - TVA	222,695	265,000	265,000	250,000	(15,000)
46980	Other State Grants	0	50,000	50,000	50,000	0
46981	Safe Schools	22,030	44,000	44,000	44,000	0
46990	Other State Revenues	625	10,000	15,000	20,000	10,000
	Total State of Tennessee	23,137,128	23,403,000	23,408,000	23,634,585	231,585
47000	<u>Federal Government</u>					
47100	<u>Federal Through State</u>					
47590	Other Federal Through State	1,430	0	0		0
47600	<u>Direct Federal Revenue</u>					
47640	ROTC Reimbursement	57,210	50,000	50,000	65,000	15,000
	Total Federal Government	58,640	50,000	50,000	65,000	15,000
48000	<u>Other Governments and Citizens Groups</u>					
48990	Other		0	0	30,000	30,000
	Total Other Governments and Citizens Groups	0	0	0	30,000	30,000
	Total Estimated Revenues	28,272,723	28,196,522	28,201,522	29,014,906	818,384
49000	<u>OTHER SOURCES (NON-REVENUE)</u>					
49700	Insurance Recovery	0	10,000	10,000	10,000	0
49800	Transfers In	25,673	25,000	25,000	25,000	0
	Total Other Sources	25,673	35,000	35,000	35,000	0
	Total Estimated Revenues & Other Sources	28,298,396	28,231,522	28,236,522	29,049,906	818,384

Account No.	Description	Actual	Original	Amended	Estimate	Difference	CY	PY	576,799
		2017-2018	Estimate 2018-2019	Estimate 2018-2019	Estimate 2019-2020	2019-2020	MOE Total 5,410,121	MOE Total 4,833,322	
<u>ESTIMATED EXPENDITURES</u>									
71000	<u>Instruction</u>								
71100	<u>Regular Instruction Program</u>								
116	Teachers	8,281,258	8,818,000	8,818,000	8,639,010	(178,990)			
117	Career Ladder Program	65,500	75,500	75,500	60,000	(15,500)			
128	Homebound Teachers	0	12,000	12,000	12,000	0			
140	Salary Supplements	305,526	336,342	336,342	342,515	6,173			
163	Educational Assistants	295,239	332,001	332,001	332,000	(1)			
188	Bonus Payments	0	0	0	361,700	361,700			
189	Other Salaries and Wages	311,652	438,434	438,434	400,000	(38,434)			
198	Non-Certified Substitute Teachers	120,730	140,000	143,000	146,000	6,000			
201	Social Security	695,830	776,649	776,649	787,432	10,783			
204	State Retirement	785,582	1,049,745	1,049,745	1,072,142	22,397			
207	Medical Insurance	1,441,393	1,900,000	1,900,000	1,400,000	(500,000)			
336	Maint and Repair Service - Equipment	0	2,000	2,000	8,000	6,000			
399	Other Contracted Services	29,148	35,000	35,000	32,500	(2,500)			
429	Instructional Supplies and Materials	97,004	125,000	127,000	117,000	(8,000)			
449	Textbooks	221,339	200,000	200,000	200,000	0			
499	Other Supplies and Materials	241	8,000	8,000	8,000	0			
722	Regular Instructional Equipment	149,931	165,000	165,000	100,000	(65,000)			
	Total Instructional Program	12,800,373	14,413,671	14,418,671	14,018,299	(395,372)			
71150	<u>Alternative Instruction Program</u>								
116	Teachers	92,200	144,812	144,812	99,939	(44,873)			
163	Educational Assistants	16,980	17,798	17,798	18,500	702			
188	Bonus Payments	0	0	0	9,100	9,100			
201	Social Security	7,323	12,440	12,440	9,757	(2,683)			
204	State Retirement	10,424	17,564	17,564	14,140	(3,424)			
207	Medical Insurance	18,486	28,300	28,300	18,000	(10,300)			
429	Instructional Supplies and Materials	0	500	500	500	0			
499	Other Supplies and Materials	0	500	500	500	0			
	Total Alternative Schools	145,413	221,914	221,914	170,436	(51,478)			
71200	<u>Special Education Program</u>								
116	Teachers	1,487,665	1,677,823	1,677,823	1,601,850	(75,973)			
124	Psychological Personnel	0	60,000	60,000	60,000				
128	Homebound Teachers	16,913	20,000	20,000	22,900	2,900			
163	Educational Assistants	188,995	194,732	194,732	210,000	15,268			
171	Speech Pathologist	101,482	145,000	145,000	188,970	43,970			
188	Bonus Payments	0	0	0	78,800	78,800			
201	Social Security	128,437	156,699	156,699	165,433	8,734			
204	State Retirement	164,365	220,333	220,333	236,449	16,116			
207	Medical Insurance	275,000	290,000	290,000	330,000	40,000			
399	Other Contracted Services	204,230	200,000	200,000	180,000	(20,000)			
	Total Special Educational Program	2,567,087	2,964,587	2,964,587	3,074,402	109,815			

Account No.	Description	Actual	Original	Amended	Estimate	Difference	CY	PY	576,799
		2017-2018	Estimate 2018-2019	Estimate 2018-2019	Estimate 2019-2020	2019-2020	MOE Total 5,410,121	MOE Total 4,833,322	
71300	<u>Vocational Education Program</u>								
116	Teachers	657,330	751,709	751,709	741,790	(9,919)			
140	Supplements	0	12,000	12,000	12,000				
188	Bonus Payments	0	0	0	38,100				
198	Non-Certified Substitute Teachers	14,976	15,000	15,000	15,000	0			
201	Social Security	49,790	59,265	59,265	61,727	2,462			
204	State Retirement	59,686	80,123	80,123	84,178	4,055			
207	Medical Insurance	87,316	101,000	101,000	101,000	0			
399	Other Contracted Services	0	15,000	15,000	7,500	(7,500)			
499	Other Supplies and Materials	14,125	15,000	15,000	13,500	(1,500)			
730	Vocational Instruction Equipment	149,991	0	0	30,000	30,000			
790	Other Equipment	23,712	35,000	35,000	0	(35,000)			
	Total Vocational Education Program	1,056,926	1,084,097	1,084,097	1,104,795	20,698			
	Total Instruction	16,569,799	18,684,269	18,689,269	18,367,932	(316,337)			
72000	<u>Support Services</u>								
72110	<u>Attendance</u>								
105	Supervisor/Director	61,435	63,409	63,409	74,500	11,091			
189	Other Salaries & Wages	23,813	30,348	30,348	31,500	1,152			
201	Social Security	6,701	7,172	7,172	8,109	937			
204	State Retirement	10,054	10,754	10,754	11,088	334			
207	Medical Insurance	10,782	13,600	13,600	11,850	(1,750)			
355	Travel	2,754	5,000	5,000	5,000	0			
399	Other Contracted Services	8,888	12,000	12,000	12,000	0			
499	Other Supplies and Materials	1,471	2,000	2,000	2,000	0			
524	In Service/Staff Development	920	1,000	1,000	1,000	0			
722	Regular Instruction Equipment	0	0	0	0	0			
	Total Attendance	126,818	145,283	145,283	157,047	11,764			
72120	<u>Health Services</u>								
131	Medical Personnel	134,116	149,060	149,060	150,600	1,540			
189	Other Salaries & Wages	98,902	105,945	105,945	102,339	(3,606)			
201	Social security	17,250	19,508	19,508	19,350	(158)			
204	State Retirement	21,168	29,862	29,862	26,457	(3,405)			
207	Medical Insurance	33,344	40,800	40,800	40,000	(800)			
355	Travel	1,397	2,000	5,500	3,500	1,500			
399	Other Contracted Services	2,988	4,500	4,500	4,000	(500)			
413	Drugs and Medical Supplies	3,350	4,000	4,000	3,000	(1,000)			
499	Other Supplies and Materials	20,857	2,500	4,725	3,000	500			
524	Inservice	599	1,000	1,000	1,500	500			
735	Health Equipment	20,547	0	193	9,000	9,000			
	Total Health Service	354,518	359,175	365,093	362,746	3,571			

Account No.	Description	Actual	Original	Amended	Estimate	Difference	CY	PY	576,799
		2017-2018	Estimate 2018-2019	Estimate 2018-2019	Estimate 2019-2020	2019-2020	MOE Total 5,410,121	MOE Total 4,833,322	
72130	<u>Other Student Support</u>								
123	Guidance Personnel	518,621	575,000	575,000	547,680	(27,320)			
188	Bonus Payments	0	0	0	13,750				
189	Other Salaries and Wages	0	73,400	73,400	76,650	3,250			
201	Social Security	37,983	49,603	49,603	48,813	(790)			
204	State Retirement	47,091	67,823	67,823	67,828	5			
207	Medical Insurance	62,264	93,000	93,000	65,000	(28,000)			
322	Evaluating and Testing	12,106	20,000	20,000	20,000	0			
344	Payments to Schools - Other	2,000	80,000	80,000	72,000	(8,000)			
355	Travel	2,470	2,500	2,500	2,500	0			
399	Other Contracted Services	21,566	22,000	22,000	23,000	1,000			
499	Other Supplies and Materials	398	5,000	5,000	4,000	(1,000)			
524	Inservice	0	3,000	3,000	3,000	0			
	Total Other Student Support	704,499	991,326	991,326	944,221	(47,105)			
72210	<u>Regular Instruction Program</u>								
105	Supervisor/Director	68,507	75,000	75,000	76,650	1,650			
129	Librarians	373,600	390,870	390,870	405,650	14,780			
161	Secretary(s)	188,105	179,063	179,063	182,000	2,937			
162	Clerical Personnel	173,544	175,000	175,000	205,000	30,000			
188	Bonus Payments	0	0	0	24,000	24,000			
189	Other Salaries and Wages	34,002	35,952	35,952	38,325	2,373			
201	Social Security	62,148	65,475	65,475	71,269	5,794			
204	State Retirement	93,066	100,572	100,572	111,222	10,650			
207	Medical Insurance	132,214	193,800	193,800	158,000	(35,800)			
336	Maint and Repair Services - Equipment	0	2,500	2,500	2,500	0			
355	Travel	4,024	6,000	6,000	5,000	(1,000)			
399	Other Contracted Services	200	12,000	12,000	12,000	0			
432	Library Books and Media	4,000	4,000	4,000	4,000	0			
499	Other Supplies and Materials	283	4,000	4,000	3,600	(400)			
524	In-Service/Staff Development	198	2,000	2,000	2,000	0			
722	Regular Instruction Equipment	0	10,000	10,000	7,500	(2,500)			
	Total Regular Instruction Program	1,133,891	1,256,232	1,256,232	1,308,716	52,484			
72215	<u>Alternative Instruction Program</u>								
355	Travel	0	0	0	0	0			
	Total Alternative Instruction Program	0	0	0	0	0			
72220	<u>Special Education Program</u>								
105	Supervisor/Director	67,859	71,326	71,326	72,933	1,607			
189	Other Salaries and Wages	3,853	39,888	39,888	5,000	(34,888)			
196	In-Service Training	2,111	3,500	3,500	3,500	0			
201	Social Security	5,484	8,776	8,776	6,230	(2,546)			
204	State Retirement	6,884	7,461	7,461	8,800	1,339			
207	Medical Insurance	3,400	15,800	15,800	7,900	(7,900)			
336	Maint and Repair Services - Equipment	4,174	6,000	6,000	5,000	(1,000)			
355	Travel	5,557	6,000	6,000	6,000	0			
	Total Special Education Program	99,322	158,751	158,751	115,363	(43,388)			

CY	PY
MOE Total 5,410,121	MOE Total 4,833,322

576,799

Account No.	Description	Actual 2017-2018	Original Estimate 2018-2019	Amended Estimate 2018-2019	Estimate 2019-2020	Difference 2019-2020
72230	<u>Vocational Education Program</u>					
105	Supervisor/Director	71,720	72,920	72,920	83,425	10,505
201	Social Security	5,414	5,578	5,578	6,382	804
204	State Retirement	6,512	7,627	7,627	8,726	1,099
207	Medical Insurance	6,800	7,900	7,900	7,900	0
336	Maint and Repair Services - Equipment	150	2,500	2,500	3,000	500
355	Travel	401	2,500	2,500	2,500	0
499	Other Supplies and Materials	1,201	3,000	3,000	3,000	0
	Total Vocational Education Program	92,198	102,025	102,025	114,933	12,908
72250	<u>Technology</u>					
105	Supervisor	0	55,750	55,750	60,000	4,250
189	Other Salaries and Wages	84,634	32,000	32,000	10,120	(21,880)
201	Social Security	6,290	6,713	6,713	5,364	(1,349)
204	State Retirement	11,055	11,917	11,917	7,665	(4,252)
207	Medical Insurance	13,400	15,800	15,800	7,900	(7,900)
336	Maint and Repair Services - Equipment	1,096	10,000	10,000	5,000	(5,000)
355	Travel	840	2,000	2,000	2,000	0
399	Other Contracted Services	83,398	140,000	140,000	140,000	0
499	Other Supplies and Materials	0	2,000	2,000	2,000	0
722	Regular Instruction Equipment	29,246	45,000	45,000	35,000	(10,000)
	Total Technology	229,959	321,180	321,180	275,049	(46,131)
72290	<u>Other Programs</u>					
215	On-Behalf Payments for OPEB	76,008	0	0	0	0
	Total Other Programs	76,008	0	0	0	0
72310	<u>Board of Education</u>					
191	Board and Committee Members Fees	5,358	13,000	13,000	13,000	0
196	In-Service Training	3,010	12,000	12,000	12,000	0
201	Social Security	377	1,000	1,000	1,000	0
305	Audit Services	25,000	35,000	35,000	35,000	0
320	Dues and Memberships	18,350	30,000	30,000	32,000	2,000
331	Legal Services	33,041	40,000	40,000	40,000	0
399	Other Contracted Services	0	0	0	0	0
505	Judgments	0	0	0	0	0
506	Liability Insurance	77,779	150,000	150,000	150,000	0
510	Trustees Commission	116,794	125,000	125,000	125,000	0
513	Workers Compensation Insurance	195,177	250,000	250,000	250,000	0
534	Refund to Applicant for Criminal Investigation	0	2,000	2,000	2,000	0
599	Other Charges	4,850	12,000	12,000	10,000	(2,000)
	Total Board of Education	479,736	670,000	670,000	670,000	0
72320	<u>Director of Schools</u>					
101	County Official/Administrative Officer	100,000	105,000	105,000	109,000	4,000
117	Career Ladder Program	0	0	0	1,000	1,000
161	Secretary(s)	80,944	84,947	84,947	88,000	3,053
188	Bonus Payments	0	0	0	0	0
189	Other Salaries and Wages	0	0	0	0	0
201	Social Security	13,688	14,531	14,531	15,147	616
204	State Retirement	20,325	22,519	22,519	23,632	1,113

CY	PY
MOE Total	MOE Total
5,410,121	4,833,322

576,799

Account No.	Description	Actual 2017-2018	Original Estimate 2018-2019	Amended Estimate 2018-2019	Estimate 2019-2020	Difference 2019-2020
207	Medical Insurance	11,900	20,400	20,400	11,900	(8,500)
307	Communication	397	6,000	6,000	3,000	(3,000)
336	Maint and Repair Services - Equipment	15,336	15,000	15,000	15,000	0
348	Postal Charges	0	2,000	2,000	2,000	0
355	Travel	2,089	5,000	5,000	4,000	(1,000)
399	Other Contracted Service	2,661	3,000	3,000	2,500	(500)
435	Office Supplies	518	3,000	3,000	2,500	(500)
499	Other Supplies and Materials	3,644	5,000	5,000	4,500	(500)
	Total Office of the Superintendent	251,502	286,397	286,397	282,179	(4,218)
72410	<u>Office of the Principal</u>					
104	Principals	617,164	640,000	640,000	704,000	64,000
139	Assistant Principals	411,597	515,000	515,000	493,365	(21,635)
201	Social Security	77,316	88,358	88,358	91,598	3,240
204	State Retirement	93,411	120,813	120,813	127,280	6,467
207	Medical Insurance	90,616	108,800	108,800	126,000	17,200
348	Postal Charges	0	1,600	1,600	1,600	0
355	Travel	870	3,000	3,000	3,000	0
399	Other Contracted Services	62,136	100,000	100,000	160,000	60,000
790	Other Equipment	499	10,000	10,000	0	(10,000)
	Total Office of the Principal	1,353,609	1,587,571	1,587,571	1,706,843	119,272
72510	<u>Fiscal Services</u>					
105	Supervisor/Director	66,073	0	0	0	0
201	Social Security	4,758	0	0	0	0
204	State Retirement	6,545	0	0	0	0
207	Medical Insurance	3,400	0	0	0	0
399	Other Contracted Services	1,119	3,000	3,000	45,000	42,000
	Total Fiscal Services	81,895	3,000	3,000	45,000	42,000
72610	<u>Operation of Plant</u>					
307	Communication	44,711	60,000	60,000	60,000	0
399	Other Contracted Services	560,034	650,000	650,000	650,000	0
410	Custodial Supplies	21,737	30,000	30,000	30,000	0
415	Electricity	847,553	875,000	875,000	915,000	40,000
434	Natural Gas	102,453	95,000	95,000	125,000	30,000
454	Water and Sewer	195,060	250,000	250,000	250,000	0
499	Other Supplies and Materials	1,712	3,000	3,000	3,000	0
501	Boiler Insurance	2,395	5,000	5,000	5,000	0
502	Building and Contents Insurance	139,350	180,000	180,000	180,000	0
720	Plant Operation Equipment	3,934	5,000	5,000	15,000	10,000
	Total Operation of Plant	1,918,939	2,153,000	2,153,000	2,233,000	80,000
72620	<u>Maintenance of Plant</u>					
105	Supervisor/Director	60,843	67,109	67,109	63,000	(4,109)
161	Secretary(s)	9,947	11,760	11,760	11,900	140
189	Other Salaries and Wages	146,176	160,368	160,368	165,200	4,832
201	Social Security	14,713	18,302	18,302	19,124	822
204	State Retirement	29,898	34,974	34,974	33,086	(1,888)
207	Medical Insurance	40,000	48,000	48,000	35,000	(13,000)

CY	PY
MOE Total	MOE Total
5,410,121	4,833,322

576,799

Account No.	Description	Actual 2017-2018	Original Estimate 2018-2019	Amended Estimate 2018-2019	Estimate 2019-2020	Difference 2019-2020
335	Maint & Repair Services - Building	200,557	250,000	250,000	200,000	(50,000)
336	Maint & Repair Services - Equipment	232,180	250,000	250,000	225,000	(25,000)
355	Travel	2,881	5,000	5,000	6,000	1,000
399	Other Contracted Services	60,588	65,000	65,000	182,000	117,000
418	Equipment and Machinery Parts	0	10,000	10,000	9,000	(1,000)
425	Gasoline	0	1,000	1,000	0	(1,000)
499	Other Supplies and Materials	32	2,500	2,500	0	(2,500)
707	Building Improvements	15,063	30,000	30,000	121,000	91,000
717	Maintenance Equipment	0	55,000	55,000	27,000	(28,000)
	Total Maintenance of Plant	812,878	1,009,013	1,009,013	1,097,310	88,297
72710	<u>Transportation</u>					
105	Supervisor/Director	57,435	62,011	62,011	56,000	(6,011)
142	Mechanic(s)	73,091	88,492	88,492	91,100	2,608
146	Bus Drivers	592,713	585,960	585,960	665,960	80,000
161	Secretary(s)	9,947	11,719	11,719	11,800	81
201	Social Security	54,094	57,236	57,236	63,102	5,866
204	State Retirement	99,617	109,376	109,376	113,666	4,290
207	Medical Insurance	93,000	125,000	125,000	116,000	(9,000)
299	Other Fringe Benefits	8,078	53,000	53,000	53,000	0
338	Maintenance and Repair Services - Vehicles	65	25,000	25,000	25,000	0
355	Travel	1,702	0	0	2,500	2,500
399	Other Contracted Services	52,929	50,000	50,000	52,500	2,500
412	Diesel Fuel	150,418	260,000	260,000	234,000	(26,000)
418	Equipment and Machinery Parts	0	2,000	2,000	1,800	(200)
424	Garage Supplies	496	3,000	3,000	3,150	150
425	Gasoline	16,587	35,000	35,000	30,000	(5,000)
433	Lubricants	1,850	14,000	14,000	12,000	(2,000)
450	Tires and Tubes	17,837	40,000	40,000	30,000	(10,000)
453	Vehicles Parts	49,928	100,000	100,000	85,000	(15,000)
511	Vehicle and Equipment Insurance	22,518	45,000	45,000	45,000	0
524	In Service/Staff Development	250	0	0	500	500
720	Plant Operation Equipment	0	25,000	25,000	0	(25,000)
729	Transportation Equipment	352,567	400,000	400,000	420,000	20,000
	Total Transportation	1,655,122	2,091,794	2,091,794	2,112,078	20,284
72810	<u>Central and Other</u>					
201	Social Security	1,293	0	0	2,000	
207	Medical Insurance	0	0	0	0	0
210	Unemployment Compensation	6,115	35,000	35,000	35,000	0
299	Other Fringe Benefits	17,840	5,000	5,000	5,000	0
316	Contributions	155,775	185,000	185,000	362,500	177,500
399	Other Contracted Services	20,365	30,000	30,000	30,000	0
499	Other Supplies and Materials	22,156	30,000	30,000	30,000	0
	Total Central and Other	223,544	285,000	285,000	464,500	179,500
	Total Support Services	9,594,438	11,419,747	11,425,665	11,888,985	469,238

CY	PY
MOE Total	MOE Total
5,410,121	4,833,322

576,799

Account No.	Description	Actual 2017-2018	Original Estimate 2018-2019	Amended Estimate 2018-2019	Estimate 2019-2020	Difference 2019-2020
73000	<u>Operation of Non-Instructional Services</u>					
73100	<u>Food Service</u>					
105	Supervisor/Director	22,880	23,521	23,521	23,800	279
201	Social Security	1,750	1,799	1,799	1,821	22
204	State Retirement	0	0	0	2,489	2,489
	Total Food Service	24,630	25,320	25,320	28,110	2,790
73300	<u>Community Services</u>					
105	Supervisor/Director	29,267	31,004	31,004	31,500	496
189	Other Salaries and Wages	53,388	55,959	55,959	56,662	703
201	Social security	6,107	6,653	6,653	6,744	91
204	State Retirement	11,046	11,810	11,810	12,149	339
207	Medical Insurance	7,438	20,400	20,400	18,000	(2,400)
499	Other Supplies and Materials	4,999	5,000	5,000	5,000	0
524	Inservice	0	250	250	250	0
719	Office Equipment	0	0	0	0	0
	Total Community Services	112,245	131,076	131,076	130,305	(771)
73400	<u>Early Childhood Education</u>					
105	Supervisor/Director	36,588	36,968	36,968	38,325	1,357
116	Teachers	172,700	177,536	177,536	177,100	(436)
163	Educational Assistants	64,913	67,195	67,195	69,200	2,005
188	Bonus Payments	0	0	0	9,250	
189	Other Salaries and Wages	32,046	32,944	30,783	12,000	(20,944)
198	Non-Certified Substitute Teachers	4,000	5,000	5,000	5,000	0
201	Social Security	22,771	24,453	24,453	23,782	(671)
204	Retirement	32,173	36,036	36,036	37,036	1,000
207	Medical Insurance	41,850	48,000	48,000	48,000	0
355	Travel	0	500	500	500	0
399	Other Contracted Services	395	2,000	2,000	2,000	0
429	Instructional Supplies and Materials	24,221	10,500	10,500	10,500	0
499	Other Supplies and Materials	10,445	10,500	10,500	10,500	0
524	Inservice	0	500	1,161	1,161	661
790	Other Equipment	1,924	2,500	4,000	4,000	1,500
	Total Early Childhood Education	444,026	454,632	454,632	448,354	(6,278)
	Total Operation of Non-Instructional Services	580,901	611,028	611,028	606,769	(4,259)
76000	<u>Capital Outlay</u>					
76100	<u>Regular Capital Outlay</u>					
799	Other Capital Outlay	861,077	390,000	390,000	331,000	(59,000)
	Total Regular Capital Outlay	861,077	390,000	390,000	331,000	(59,000)
82300	<u>Other Debt Service</u>					
82330	<u>Education</u>					
620	Debt Service Contribution to Primary Government	136,070	0	0	0	
	Total Regular Capital Outlay	136,070	0	0	0	
	Total Estimated Expenditures	27,742,285	31,105,044	31,115,962	31,194,686	89,642

Account No.	Description	Actual 2017-2018	Original Estimate 2018-2019	Amended Estimate 2018-2019	Estimate 2019-2020	Difference 2019-2020	CY		576,799
							MOE Total	PY MOE Total	
99000	<u>ESTIMATED OTHER USES</u>						5,410,121	4,833,322	
99100	<u>Transfers Out</u>								
590	Transfers to Other Funds	0	165,000	165,000	165,000	0			
	Total Estimated Other Uses	0	165,000	165,000	165,000	0			
	Total Estimated Expenditures and Other Uses	27,742,285	31,270,044	31,280,962	31,359,686	89,642			
	Excess of Estimated Revenues Over (Under) Estimated Expenditures	556,111	(3,038,522)	(3,044,440)	(2,309,780)	728,742			
	Estimated Beginning Fund Balances July 1	7,791,348	8,347,459	8,347,459	8,040,971	(306,488)			
	Fund Balance Audit Adjustment								
	Estimated Ending Fund Balances June 30	8,347,459	5,308,937	5,303,019	5,731,191	422,254			

Capital Projects 2019-2010 included in the Budget Proposal

Project	Budget Code	Estimated Amount
Technology Hardware	71100	\$100,000
HVAC Equipment CES/EHES	72620	\$121,000
Tractor Replacement	72620	\$27,000
School Buses with Seat Belts	72710	\$420,000
ADA Compliance Plan (HCHS)	76100	\$56,000
Gym Bleacher Rails (HCHS)	76100	\$40,000
Tennis Court Surface (EHHS)	76100	\$30,000
Track Surface (HCHS)	76100	\$60,000
Paving	76100	\$50,000
Gym Floor Replacement	76100	\$95,000
Total		\$999,000

Hickman County, Tennessee
 General Purpose School Fund 141
 Statement of Proposed Operations
 For the Fiscal Year Ending June 30, 2020

Account No.	Description	Actual	Original	Amended	Estimate	Difference	CY	PY	231,950	5.99
		2017-2018	Estimate 2018-2019	Estimate 2018-2019	Estimate 2019-2020	2019-2020	MOE Total 5,065,272	MOE Total 4,833,322		
ESTIMATED REVENUES										
40000	<u>Local Taxes</u>									
40100	<u>County Property Taxes</u>									
40110	Current Property Taxes	3,029,981	2,938,522	2,938,522	2,965,472	26,950				
40120	Trustee's Collection - Prior Year	99,904	100,000	100,000	100,000	0				
40130	Circuit/Clerk & Master Collections - Prior Years	61,768	55,000	55,000	55,000	0				
40140	Interest and Penalty	20,029	21,000	21,000	21,000	0				
40161	Payments in Lieu of Taxes - TVA	3,615	4,000	4,000	4,000	0				
40162	Payments in Lieu of Taxes - Local Utilities	6,000	6,000	6,000	6,000	0				
40200	<u>County Local Option Taxes</u>									
40210	Local Option Sales Tax	1,490,514	1,410,000	1,410,000	1,600,000	190,000				
40270	Business Tax	35,140	30,000	30,000	30,000	0				
40300	<u>Statutory Local Taxes</u>									
40320	Bank Excise Tax	0	0	0	30,000	30,000				
40350	Interstate Telecommunication Tax	0	1,500	1,500	1,500	0				
	Total Local Taxes	4,746,951	4,566,022	4,566,022	4,812,972	246,950				
41000	<u>Licenses and Permits</u>									
41100	<u>Licenses</u>									
41110	Marriage Licenses	1,454	1,300	1,300	1,300	0				
	Total Licenses and Permits	1,454	1,300	1,300	1,300	0				
43000	<u>Charges for Current Services</u>									
43500	<u>Education Charges</u>									
43513	Tuition - Summer School	3,596	1,000	1,000	1,000	0				
43517	Tuition - Other	0	1,000	1,000	1,000	0				
43570	Receipts from Individual Schools	50,907	60,000	60,000	60,000	0				
43582	Community Service Fees Adults	198	200	200	200	0				
	Total Charges for Current Services	54,701	62,200	62,200	62,200	0				
44000	<u>Other Local Revenues</u>									
44100	<u>Recurring Items</u>									
44120	Lease/Rentals	2,570	1,000	1,000	1,000	0				
44146	Refund of Telecommunication/Internet Fees (E-Rate)	16,168	20,000	20,000	15,000	(5,000)				
44170	Miscellaneous Refunds	38,389	50,000	50,000	25,000	(25,000)				
44500	<u>Nonrecurring Items</u>									
44512	Gain on Retirement of Debt (Gasb 54)	170,173	0	0		0				
44530	Sale of Equipment	3,931	10,000	10,000	5,000	(5,000)				
44560	Damages Recovered from Individuals	603	3,000	3,000	3,000	0				
44570	Contributions and Gifts	8,610	30,000	30,000	15,000	(15,000)				
44990	Other Local Revenues	33,405	0	0	0	0				

Net Penny	Rate	Property Tax
38,734	0.7856	3,042,940 Proposed
38,734	0.9011	3,490,317 Current
38,734	0.1155	447,377 Increase

penny	dollars
78.56	3,042,940
-2	(77,468)
76.56	\$2,965,472

Account No.	Description	Actual 2017-2018	Original Estimate 2018-2019	Amended Estimate 2018-2019	Estimate 2019-2020	Difference 2019-2020	CY	PY	231,950	5.99
							MOE Total 5,065,272	MOE Total 4,833,322		
	Total Other Local Revenues	273,849	114,000	114,000	64,000	(50,000)				
	Total Local Revenue	5,076,955	4,743,522	4,743,522	4,940,472	196,950				
46000	<u>State of Tennessee</u>									
46175	On-Behalf Contributions for OPEB	76,008	0	0	0	0				
46500	<u>State Education Funds</u>									
46511	Basic Education Program	21,911,878	22,071,000	22,071,000	22,360,000	289,000				
46515	Early Childhood Education	436,511	434,000	434,000	419,362	(14,638)				
46520	School Food Service	20,252	22,000	22,000	22,000	0				
46550	Driver Education	5,939	13,000	13,000	10,000	(3,000)				
46590	Other State Education Funds	68,791	275,000	275,000	250,000	(25,000)				
46591	Coordinated School Health	90,000	90,000	90,000	90,000	0				
46594	Family Resource Centers	59,223	54,000	54,000	59,223	5,223				
46595	SSMS ARRA	0	0	0	0	0				
46610	Career Ladder Program	73,185	75,000	75,000	60,000	(15,000)				
46640	Vocational Equipment	149,991	0	0		0				
46800	<u>Other State Revenues</u>									
46851	State Revenue Sharing - TVA	222,695	265,000	265,000	250,000	(15,000)				
46980	Other State Grants	0	50,000	50,000	50,000	0				
46981	Safe Schools	22,030	44,000	44,000	44,000	0				
46990	Other State Revenues	625	10,000	15,000	20,000	10,000				
	Total State of Tennessee	23,137,128	23,403,000	23,408,000	23,634,585	231,585				
47000	<u>Federal Government</u>									
47100	<u>Federal Through State</u>									
47590	Other Federal Through State	1,430	0	0		0				
47600	<u>Direct Federal Revenue</u>									
47640	ROTC Reimbursement	57,210	50,000	50,000	65,000	15,000				
	Total Federal Government	58,640	50,000	50,000	65,000	15,000				
48000	<u>Other Governments and Citizens Groups</u>									
48990	Other		0	0	30,000	30,000				
	Total Other Governments and Citizens Groups	0	0	0	30,000	30,000				
	Total Estimated Revenues	28,272,723	28,196,522	28,201,522	28,670,057	473,535				
49000	<u>OTHER SOURCES (NON-REVENUE)</u>									
49700	Insurance Recovery	0	10,000	10,000	10,000	0				
49800	Transfers In	25,673	25,000	25,000	25,000	0				
	Total Other Sources	25,673	35,000	35,000	35,000	0				
	Total Estimated Revenues & Other Sources	28,298,396	28,231,522	28,236,522	28,705,057	473,535				

ESTIMATED EXPENDITURES

Account No.	Description	Actual 2017-2018	Original Estimate 2018-2019	Amended Estimate 2018-2019	Estimate 2019-2020	Difference 2019-2020	CY	PY	231,950	5.99
							MOE Total 5,065,272	MOE Total 4,833,322		
71000	<u>Instruction</u>									
71100	<u>Regular Instruction Program</u>									
116	Teachers	8,281,258	8,818,000	8,818,000	8,639,010	(178,990)				
117	Career Ladder Program	65,500	75,500	75,500	60,000	(15,500)				
128	Homebound Teachers	0	12,000	12,000	12,000	0				
140	Salary Supplements	305,526	336,342	336,342	342,515	6,173				
163	Educational Assistants	295,239	332,001	332,001	332,000	(1)				
188	Bonus Payments	0	0	0	361,700	361,700				
189	Other Salaries and Wages	311,652	438,434	438,434	400,000	(38,434)				
198	Non-Certified Substitute Teachers	120,730	140,000	143,000	146,000	6,000				
201	Social Security	695,830	776,649	776,649	787,432	10,783				
204	State Retirement	785,582	1,049,745	1,049,745	1,072,142	22,397				
207	Medical Insurance	1,441,393	1,900,000	1,900,000	1,400,000	(500,000)				
336	Maint and Repair Service - Equipment	0	2,000	2,000	8,000	6,000				
399	Other Contracted Services	29,148	35,000	35,000	32,500	(2,500)				
429	Instructional Supplies and Materials	97,004	125,000	127,000	117,000	(8,000)				
449	Textbooks	221,339	200,000	200,000	200,000	0				
499	Other Supplies and Materials	241	8,000	8,000	8,000	0				
722	Regular Instructional Equipment	149,931	165,000	165,000	100,000	(65,000)				
	Total Instructional Program	12,800,373	14,413,671	14,418,671	14,018,299	(395,372)				
71150	<u>Alternative Instruction Program</u>									
116	Teachers	92,200	144,812	144,812	99,939	(44,873)				
163	Educational Assistants	16,980	17,798	17,798	18,500	702				
188	Bonus Payments	0	0	0	9,100	9,100				
201	Social Security	7,323	12,440	12,440	9,757	(2,683)				
204	State Retirement	10,424	17,564	17,564	14,140	(3,424)				
207	Medical Insurance	18,486	28,300	28,300	18,000	(10,300)				
429	Instructional Supplies and Materials	0	500	500	500	0				
499	Other Supplies and Materials	0	500	500	500	0				
	Total Alternative Schools	145,413	221,914	221,914	170,436	(51,478)				
71200	<u>Special Education Program</u>									
116	Teachers	1,487,665	1,677,823	1,677,823	1,601,850	(75,973)				
124	Psychological Personnel	0	60,000	60,000	60,000					
128	Homebound Teachers	16,913	20,000	20,000	22,900	2,900				
163	Educational Assistants	188,995	194,732	194,732	210,000	15,268				
171	Speech Pathologist	101,482	145,000	145,000	188,970	43,970				
188	Bonus Payments	0	0	0	78,800	78,800				
201	Social Security	128,437	156,699	156,699	165,433	8,734				
204	State Retirement	164,365	220,333	220,333	236,449	16,116				
207	Medical Insurance	275,000	290,000	290,000	330,000	40,000				
399	Other Contracted Services	204,230	200,000	200,000	180,000	(20,000)				
	Total Special Educational Program	2,567,087	2,964,587	2,964,587	3,074,402	109,815				
71300	<u>Vocational Education Program</u>									
116	Teachers	657,330	751,709	751,709	741,790	(9,919)				

Account No.	Description	Actual	Original	Amended	Estimate	Difference
		2017-2018	Estimate 2018-2019	Estimate 2018-2019	Estimate 2019-2020	2019-2020
140	Supplements	0	12,000	12,000	12,000	
188	Bonus Payments	0	0	0	38,100	
198	Non-Certified Substitute Teachers	14,976	15,000	15,000	15,000	0
201	Social Security	49,790	59,265	59,265	61,727	2,462
204	State Retirement	59,686	80,123	80,123	84,178	4,055
207	Medical Insurance	87,316	101,000	101,000	101,000	0
399	Other Contracted Services	0	15,000	15,000	7,500	(7,500)
499	Other Supplies and Materials	14,125	15,000	15,000	13,500	(1,500)
730	Vocational Instruction Equipment	149,991	0	0	30,000	30,000
790	Other Equipment	23,712	35,000	35,000	0	(35,000)
	Total Vocational Education Program	1,056,926	1,084,097	1,084,097	1,104,795	20,698
	Total Instruction	16,569,799	18,684,269	18,689,269	18,367,932	(316,337)
72000	<u>Support Services</u>					
72110	<u>Attendance</u>					
105	Supervisor/Director	61,435	63,409	63,409	74,500	11,091
189	Other Salaries & Wages	23,813	30,348	30,348	31,500	1,152
201	Social Security	6,701	7,172	7,172	8,109	937
204	State Retirement	10,054	10,754	10,754	11,088	334
207	Medical Insurance	10,782	13,600	13,600	11,850	(1,750)
355	Travel	2,754	5,000	5,000	5,000	0
399	Other Contracted Services	8,888	12,000	12,000	12,000	0
499	Other Supplies and Materials	1,471	2,000	2,000	2,000	0
524	In Service/Staff Development	920	1,000	1,000	1,000	0
722	Regular Instruction Equipment	0	0	0	0	0
	Total Attendance	126,818	145,283	145,283	157,047	11,764
72120	<u>Health Services</u>					
131	Medical Personnel	134,116	149,060	149,060	150,600	1,540
189	Other Salaries & Wages	98,902	105,945	105,945	102,339	(3,606)
201	Social security	17,250	19,508	19,508	19,350	(158)
204	State Retirement	21,168	29,862	29,862	26,457	(3,405)
207	Medical Insurance	33,344	40,800	40,800	40,000	(800)
355	Travel	1,397	2,000	5,500	3,500	1,500
399	Other Contracted Services	2,988	4,500	4,500	4,000	(500)
413	Drugs and Medical Supplies	3,350	4,000	4,000	3,000	(1,000)
499	Other Supplies and Materials	20,857	2,500	4,725	3,000	500
524	Inservice	599	1,000	1,000	1,500	500
735	Health Equipment	20,547	0	193	9,000	9,000
	Total Health Service	354,518	359,175	365,093	362,746	3,571
72130	<u>Other Student Support</u>					
123	Guidance Personnel	518,621	575,000	575,000	547,680	(27,320)
188	Bonus Payments	0	0	0	13,750	
189	Other Salaries and Wages	0	73,400	73,400	76,650	3,250
201	Social Security	37,983	49,603	49,603	48,813	(790)

CY	PY
MOE Total 5,065,272	MOE Total 4,833,322

231,950

5.99

Account No.	Description	Actual	Original	Amended	Estimate	Difference
		2017-2018	Estimate 2018-2019	Estimate 2018-2019	Estimate 2019-2020	2019-2020
204	State Retirement	47,091	67,823	67,823	67,828	5
207	Medical Insurance	62,264	93,000	93,000	65,000	(28,000)
322	Evaluating and Testing	12,106	20,000	20,000	20,000	0
344	Payments to Schools - Other	2,000	80,000	80,000	72,000	(8,000)
355	Travel	2,470	2,500	2,500	2,500	0
399	Other Contracted Services	21,566	22,000	22,000	23,000	1,000
499	Other Supplies and Materials	398	5,000	5,000	4,000	(1,000)
524	Inservice	0	3,000	3,000	3,000	0
	Total Other Student Support	704,499	991,326	991,326	944,221	(47,105)
72210	<u>Regular Instruction Program</u>					
105	Supervisor/Director	68,507	75,000	75,000	76,650	1,650
129	Librarians	373,600	390,870	390,870	405,650	14,780
161	Secretary(s)	188,105	179,063	179,063	182,000	2,937
162	Clerical Personnel	173,544	175,000	175,000	205,000	30,000
188	Bonus Payments	0	0	0	24,000	24,000
189	Other Salaries and Wages	34,002	35,952	35,952	38,325	2,373
201	Social Security	62,148	65,475	65,475	71,269	5,794
204	State Retirement	93,066	100,572	100,572	111,222	10,650
207	Medical Insurance	132,214	193,800	193,800	158,000	(35,800)
336	Maint and Repair Services - Equipment	0	2,500	2,500	2,500	0
355	Travel	4,024	6,000	6,000	5,000	(1,000)
399	Other Contracted Services	200	12,000	12,000	12,000	0
432	Library Books and Media	4,000	4,000	4,000	4,000	0
499	Other Supplies and Materials	283	4,000	4,000	3,600	(400)
524	In-Service/Staff Development	198	2,000	2,000	2,000	0
722	Regular Instruction Equipment	0	10,000	10,000	7,500	(2,500)
	Total Regular Instruction Program	1,133,891	1,256,232	1,256,232	1,308,716	52,484
72215	<u>Alternative Instruction Program</u>					
355	Travel	0	0	0	0	0
	Total Alternative Instruction Program	0	0	0	0	0
72220	<u>Special Education Program</u>					
105	Supervisor/Director	67,859	71,326	71,326	72,933	1,607
189	Other Salaries and Wages	3,853	39,888	39,888	5,000	(34,888)
196	In-Service Training	2,111	3,500	3,500	3,500	0
201	Social Security	5,484	8,776	8,776	6,230	(2,546)
204	State Retirement	6,884	7,461	7,461	8,800	1,339
207	Medical Insurance	3,400	15,800	15,800	7,900	(7,900)
336	Maint and Repair Services - Equipment	4,174	6,000	6,000	5,000	(1,000)
355	Travel	5,557	6,000	6,000	6,000	0
	Total Special Education Program	99,322	158,751	158,751	115,363	(43,388)
72230	<u>Vocational Education Program</u>					
105	Supervisor/Director	71,720	72,920	72,920	83,425	10,505
201	Social Security	5,414	5,578	5,578	6,382	804

CY	PY
MOE Total 5,065,272	MOE Total 4,833,322

231,950

5.99

Account No.	Description	Actual	Original	Amended	Estimate	Difference	CY	PY	231,950	5.99
		2017-2018	Estimate 2018-2019	Estimate 2018-2019	Estimate 2019-2020	2019-2020	MOE Total 5,065,272	MOE Total 4,833,322		
204	State Retirement	6,512	7,627	7,627	8,726	1,099				
207	Medical Insurance	6,800	7,900	7,900	7,900	0				
336	Maint and Repair Services - Equipment	150	2,500	2,500	3,000	500				
355	Travel	401	2,500	2,500	2,500	0				
499	Other Supplies and Materials	1,201	3,000	3,000	3,000	0				
	Total Vocational Education Program	92,198	102,025	102,025	114,933	12,908				
72250	<u>Technology</u>									
105	Supervisor	0	55,750	55,750	60,000	4,250				
189	Other Salaries and Wages	84,634	32,000	32,000	10,120	(21,880)				
201	Social Security	6,290	6,713	6,713	5,364	(1,349)				
204	State Retirement	11,055	11,917	11,917	7,665	(4,252)				
207	Medical Insurance	13,400	15,800	15,800	7,900	(7,900)				
336	Maint and Repair Services - Equipment	1,096	10,000	10,000	5,000	(5,000)				
355	Travel	840	2,000	2,000	2,000	0				
399	Other Contracted Services	83,398	140,000	140,000	140,000	0				
499	Other Supplies and Materials	0	2,000	2,000	2,000	0				
722	Regular Instruction Equipment	29,246	45,000	45,000	35,000	(10,000)				
	Total Technology	229,959	321,180	321,180	275,049	(46,131)				
72290	<u>Other Programs</u>									
215	On-Behalf Payments for OPEB	76,008	0	0	0	0				
	Total Other Programs	76,008	0	0	0	0				
72310	<u>Board of Education</u>									
191	Board and Committee Members Fees	5,358	13,000	13,000	13,000	0				
196	In-Service Training	3,010	12,000	12,000	12,000	0				
201	Social Security	377	1,000	1,000	1,000	0				
305	Audit Services	25,000	35,000	35,000	35,000	0				
320	Dues and Memberships	18,350	30,000	30,000	32,000	2,000				
331	Legal Services	33,041	40,000	40,000	40,000	0				
399	Other Contracted Services	0	0	0	0	0				
505	Judgments	0	0	0	0	0				
506	Liability Insurance	77,779	150,000	150,000	150,000	0				
510	Trustees Commission	116,794	125,000	125,000	125,000	0				
513	Workers Compensation Insurance	195,177	250,000	250,000	250,000	0				
534	Refund to Applicant for Criminal Investigation	0	2,000	2,000	2,000	0				
599	Other Charges	4,850	12,000	12,000	10,000	(2,000)				
	Total Board of Education	479,736	670,000	670,000	670,000	0				
72320	<u>Director of Schools</u>									
101	County Official/Administrative Officer	100,000	105,000	105,000	109,000	4,000				
117	Career Ladder Program	0	0	0	1,000	1,000				
161	Secretary(s)	80,944	84,947	84,947	88,000	3,053				
188	Bonus Payments	0	0	0	0	0				
189	Other Salaries and Wages	0	0	0	0	0				
201	Social Security	13,688	14,531	14,531	15,147	616				

Account No.	Description	Actual	Original	Amended	Estimate	Difference	CY	PY	231,950	5.99
		2017-2018	Estimate 2018-2019	Estimate 2018-2019	Estimate 2019-2020	2019-2020	MOE Total 5,065,272	MOE Total 4,833,322		
204	State Retirement	20,325	22,519	22,519	23,632	1,113				
207	Medical Insurance	11,900	20,400	20,400	11,900	(8,500)				
307	Communication	397	6,000	6,000	3,000	(3,000)				
336	Maint and Repair Services - Equipment	15,336	15,000	15,000	15,000	0				
348	Postal Charges	0	2,000	2,000	2,000	0				
355	Travel	2,089	5,000	5,000	4,000	(1,000)				
399	Other Contracted Service	2,661	3,000	3,000	2,500	(500)				
435	Office Supplies	518	3,000	3,000	2,500	(500)				
499	Other Supplies and Materials	3,644	5,000	5,000	4,500	(500)				
	Total Office of the Superintendent	251,502	286,397	286,397	282,179	(4,218)				
72410	<u>Office of the Principal</u>									
104	Principals	617,164	640,000	640,000	704,000	64,000				
139	Assistant Principals	411,597	515,000	515,000	493,365	(21,635)				
201	Social Security	77,316	88,358	88,358	91,598	3,240				
204	State Retirement	93,411	120,813	120,813	127,280	6,467				
207	Medical Insurance	90,616	108,800	108,800	126,000	17,200				
348	Postal Charges	0	1,600	1,600	1,600	0				
355	Travel	870	3,000	3,000	3,000	0				
399	Other Contracted Services	62,136	100,000	100,000	160,000	60,000				
790	Other Equipment	499	10,000	10,000	0	(10,000)				
	Total Office of the Principal	1,353,609	1,587,571	1,587,571	1,706,843	119,272				
72510	<u>Fiscal Services</u>									
105	Supervisor/Director	66,073	0	0	0	0				
201	Social Security	4,758	0	0	0	0				
204	State Retirement	6,545	0	0	0	0				
207	Medical Insurance	3,400	0	0	0	0				
399	Other Contracted Services	1,119	3,000	3,000	45,000	42,000				
	Total Fiscal Services	81,895	3,000	3,000	45,000	42,000				
72610	<u>Operation of Plant</u>									
307	Communication	44,711	60,000	60,000	60,000	0				
399	Other Contracted Services	560,034	650,000	650,000	650,000	0				
410	Custodial Supplies	21,737	30,000	30,000	30,000	0				
415	Electricity	847,553	875,000	875,000	915,000	40,000				
434	Natural Gas	102,453	95,000	95,000	125,000	30,000				
454	Water and Sewer	195,060	250,000	250,000	250,000	0				
499	Other Supplies and Materials	1,712	3,000	3,000	3,000	0				
501	Boiler Insurance	2,395	5,000	5,000	5,000	0				
502	Building and Contents Insurance	139,350	180,000	180,000	180,000	0				
720	Plant Operation Equipment	3,934	5,000	5,000	15,000	10,000				
	Total Operation of Plant	1,918,939	2,153,000	2,153,000	2,233,000	80,000				
72620	<u>Maintenance of Plant</u>									
105	Supervisor/Director	60,843	67,109	67,109	63,000	(4,109)				

Account No.	Description	Actual	Original	Amended	Estimate	Difference
		2017-2018	Estimate 2018-2019	Estimate 2018-2019	Estimate 2019-2020	2019-2020
161	Secretary(s)	9,947	11,760	11,760	11,900	140
189	Other Salaries and Wages	146,176	160,368	160,368	165,200	4,832
201	Social Security	14,713	18,302	18,302	19,124	822
204	State Retirement	29,898	34,974	34,974	33,086	(1,888)
207	Medical Insurance	40,000	48,000	48,000	35,000	(13,000)
335	Maint & Repair Services - Building	200,557	250,000	250,000	200,000	(50,000)
336	Maint & Repair Services - Equipment	232,180	250,000	250,000	225,000	(25,000)
355	Travel	2,881	5,000	5,000	6,000	1,000
399	Other Contracted Services	60,588	65,000	65,000	182,000	117,000
418	Equipment and Machinery Parts	0	10,000	10,000	9,000	(1,000)
425	Gasoline	0	1,000	1,000	0	(1,000)
499	Other Supplies and Materials	32	2,500	2,500	0	(2,500)
707	Building Improvements	15,063	30,000	30,000	121,000	91,000
717	Maintenance Equipment	0	55,000	55,000	27,000	(28,000)
	Total Maintenance of Plant	812,878	1,009,013	1,009,013	1,097,310	88,297
72710	<u>Transportation</u>					
105	Supervisor/Director	57,435	62,011	62,011	56,000	(6,011)
142	Mechanic(s)	73,091	88,492	88,492	91,100	2,608
146	Bus Drivers	592,713	585,960	585,960	665,960	80,000
161	Secretary(s)	9,947	11,719	11,719	11,800	81
201	Social Security	54,094	57,236	57,236	63,102	5,866
204	State Retirement	99,617	109,376	109,376	113,666	4,290
207	Medical Insurance	93,000	125,000	125,000	116,000	(9,000)
299	Other Fringe Benefits	8,078	53,000	53,000	53,000	0
338	Maintenance and Repair Services - Vehicles	65	25,000	25,000	25,000	0
355	Travel	1,702	0	0	2,500	2,500
399	Other Contracted Services	52,929	50,000	50,000	52,500	2,500
412	Diesel Fuel	150,418	260,000	260,000	234,000	(26,000)
418	Equipment and Machinery Parts	0	2,000	2,000	1,800	(200)
424	Garage Supplies	496	3,000	3,000	3,150	150
425	Gasoline	16,587	35,000	35,000	30,000	(5,000)
433	Lubricants	1,850	14,000	14,000	12,000	(2,000)
450	Tires and Tubes	17,837	40,000	40,000	30,000	(10,000)
453	Vehicles Parts	49,928	100,000	100,000	85,000	(15,000)
511	Vehicle and Equipment Insurance	22,518	45,000	45,000	45,000	0
524	In Service/Staff Development	250	0	0	500	500
720	Plant Operation Equipment	0	25,000	25,000	0	(25,000)
729	Transportation Equipment	352,567	400,000	400,000	420,000	20,000
	Total Transportation	1,655,122	2,091,794	2,091,794	2,112,078	20,284
72810	<u>Central and Other</u>					
201	Social Security	1,293	0	0	2,000	
207	Medical Insurance	0	0	0	0	0
210	Unemployment Compensation	6,115	35,000	35,000	35,000	0
299	Other Fringe Benefits	17,840	5,000	5,000	5,000	0
316	Contributions	155,775	185,000	185,000	362,500	177,500
399	Other Contracted Services	20,365	30,000	30,000	30,000	0
499	Other Supplies and Materials	22,156	30,000	30,000	30,000	0

CY	PY
MOE Total 5,065,272	MOE Total 4,833,322

231,950

5.99

CY	PY
MOE Total	MOE Total
5,065,272	4,833,322

231,950 5.99

Account No.	Description	Actual 2017-2018	Original Estimate 2018-2019	Amended Estimate 2018-2019	Estimate 2019-2020	Difference 2019-2020
	Total Central and Other	223,544	285,000	285,000	464,500	179,500
	Total Support Services	9,594,438	11,419,747	11,425,665	11,888,985	469,238
73000	<u>Operation of Non-Instructional Services</u>					
73100	<u>Food Service</u>					
105	Supervisor/Director	22,880	23,521	23,521	23,800	279
201	Social Security	1,750	1,799	1,799	1,821	22
204	State Retirement	0	0	0	2,489	2,489
	Total Food Service	24,630	25,320	25,320	28,110	2,790
73300	<u>Community Services</u>					
105	Supervisor/Director	29,267	31,004	31,004	31,500	496
189	Other Salaries and Wages	53,388	55,959	55,959	56,662	703
201	Social security	6,107	6,653	6,653	6,744	91
204	State Retirement	11,046	11,810	11,810	12,149	339
207	Medical Insurance	7,438	20,400	20,400	18,000	(2,400)
499	Other Supplies and Materials	4,999	5,000	5,000	5,000	0
524	Inservice	0	250	250	250	0
719	Office Equipment	0	0	0	0	0
	Total Community Services	112,245	131,076	131,076	130,305	(771)
73400	<u>Early Childhood Education</u>					
105	Supervisor/Director	36,588	36,968	36,968	38,325	1,357
116	Teachers	172,700	177,536	177,536	177,100	(436)
163	Educational Assistants	64,913	67,195	67,195	69,200	2,005
188	Bonus Payments	0	0	0	9,250	
189	Other Salaries and Wages	32,046	32,944	30,783	12,000	(20,944)
198	Non-Certified Substitute Teachers	4,000	5,000	5,000	5,000	0
201	Social Security	22,771	24,453	24,453	23,782	(671)
204	Retirement	32,173	36,036	36,036	37,036	1,000
207	Medical Insurance	41,850	48,000	48,000	48,000	0
355	Travel	0	500	500	500	0
399	Other Contracted Services	395	2,000	2,000	2,000	0
429	Instructional Supplies and Materials	24,221	10,500	10,500	10,500	0
499	Other Supplies and Materials	10,445	10,500	10,500	10,500	0
524	Inservice	0	500	1,161	1,161	661
790	Other Equipment	1,924	2,500	4,000	4,000	1,500
	Total Early Childhood Education	444,026	454,632	454,632	448,354	(6,278)
	Total Operation of Non-Instructional Services	580,901	611,028	611,028	606,769	(4,259)
76000	<u>Capital Outlay</u>					
76100	<u>Regular Capital Outlay</u>					
799	Other Capital Outlay	861,077	390,000	390,000	331,000	(59,000)

Account No.	Description	Actual 2017-2018	Original Estimate 2018-2019	Amended Estimate 2018-2019	Estimate 2019-2020	Difference 2019-2020	CY	PY	231,950	5.99
							MOE Total 5,065,272	MOE Total 4,833,322		
	Total Regular Capital Outlay	861,077	390,000	390,000	331,000	(59,000)				
82300	<u>Other Debt Service</u>									
82330	<u>Education</u>									
620	Debt Service Contribution to Primary Government	136,070	0	0	0					
	Total Regular Capital Outlay	136,070	0	0	0					
	Total Estimated Expenditures	27,742,285	31,105,044	31,115,962	31,194,686	89,642				
99000	<u>ESTIMATED OTHER USES</u>									
99100	<u>Transfers Out</u>									
590	Transfers to Other Funds	0	165,000	165,000	165,000	0				
	Total Estimated Other Uses	0	165,000	165,000	165,000	0				
	Total Estimated Expenditures and Other Uses	27,742,285	31,270,044	31,280,962	31,359,686	89,642				
	Excess of Estimated Revenues Over (Under) Estimated Expenditures	556,111	(3,038,522)	(3,044,440)	(2,654,629)	383,893				
	Estimated Beginning Fund Balances July 1	7,791,348	8,347,459	8,347,459	8,040,971	(306,488)				
	Fund Balance Audit Adjustment									
	Estimated Ending Fund Balances June 30	8,347,459	5,308,937	5,303,019	5,386,342	77,405				