

Hickman Community Charter District

Certificated Management and Non Represented

Annual Salary Schedule 2025-2026

Effective Jul 1, 2025

Position	Days	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Principal	202	128,569	\$132,426	\$136,399	\$139,127	\$141,910	\$144,748	\$147,644	\$149,120	\$150,612	\$152,118
Charter Director	202	\$128,569	\$132,426	\$136,399	\$139,127	\$141,910	\$144,748	\$147,644	\$149,120	\$150,612	\$152,118
Student Services Director	202	\$124,712	\$128,452	\$132,307	\$134,952	\$137,652	\$140,405	\$143,213	\$144,645	\$146,092	\$147,553
Program Specialist/SLP	185	\$115,562	\$119,029	\$122,600	\$125,053	\$127,554	\$130,105	\$132,707	\$135,361	\$136,715	\$138,083
Program Manager/School Psychologist	185	\$108,604	\$111,862	\$115,218	\$117,523	\$119,874	\$122,271	\$124,716	\$127,210	\$128,482	\$129,766
Speech and Language Pathologist BA+60	185	\$99,848	\$102,457	\$105,332	\$108,242	\$111,003	\$112,111	\$113,232	\$114,364	\$115,507	\$118,973
School Psychologist BA+60	185	\$99,848	\$102,457	\$105,332	\$108,242	\$111,003	\$112,111	\$113,232	\$114,364	\$115,507	\$118,973
Mental Health Service Clinician BA+60	185	\$79,140	\$82,209	\$85,279	\$88,348	\$91,417	\$96,676	\$99,746	\$102,815	\$105,884	\$108,955

Annual Stipends and	Site Testing Coordinator	\$1500
	Masters Degree	\$1500

Revised: June 9, 2025, Board approved: June 16, 2025

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Benefits	Doctorate Degree	\$2000
	Longevity	3% added to current step of pay at 10 years of service to the district Additional 3% added on Year 15 on top of 3% addition at year 10
	Benefit Cap	\$10,000 Health Ins, District paid Dental and Vision