

Hickman Mills C-1 School District  
**PARAPROFESSIONAL SALARY CHART**  
 2009 - 2010

<b>STEP</b>	<b>PER HR.</b>	<b>STEP</b>	<b>PER HR.</b>	<b>STEP</b>	<b>PER HR.</b>
<b>1</b>	<b>12.12</b>	<b>11</b>	<b>14.93</b>	<b>21</b>	<b>18.38</b>
<b>2</b>	<b>12.37</b>	<b>12</b>	<b>15.24</b>	<b>22</b>	<b>18.78</b>
<b>3</b>	<b>12.64</b>	<b>13</b>	<b>15.56</b>	<b>23</b>	<b>19.17</b>
<b>4</b>	<b>12.90</b>	<b>14</b>	<b>15.89</b>	<b>24</b>	<b>19.57</b>
<b>5</b>	<b>13.17</b>	<b>15</b>	<b>16.22</b>	<b>25</b>	<b>19.99</b>
<b>6</b>	<b>13.45</b>	<b>16</b>	<b>16.56</b>	<b>26</b>	<b>20.40</b>
<b>7</b>	<b>13.74</b>	<b>17</b>	<b>16.92</b>	<b>27</b>	<b>20.84</b>
<b>8</b>	<b>14.03</b>	<b>18</b>	<b>17.27</b>	<b>28</b>	<b>21.27</b>
<b>9</b>	<b>14.31</b>	<b>19</b>	<b>17.63</b>	<b>29</b>	<b>21.73</b>
<b>10</b>	<b>14.61</b>	<b>20</b>	<b>18.01</b>	<b>30</b>	<b>22.18</b>

Increments are considered a merit increase and do not necessarily coincide with years of service. Vertical advancement on the salary chart is limited to one increment per school year.

In addition to the paraprofessional's position on the salary derivation chart, each full-time employee (30+ hours/week) is eligible for:

**BENEFITS:**

- A. A health insurance premium for each month the employee has a current billing from the designated company (\$397.25 effective 10/01/08).
- B. Dental insurance premium for each month the employee has a current billing from the designated company (\$22.20 effective 10/01/08).
- C. Board-paid life insurance policy of \$25,000.
- D. Coverage by Worker's Compensation.
- E. Board contribution to retirement system – 6.25%, classified, 13.5%, certified (if applicable).
- F. Medicare for all classified and for certified if employed after 1986.
- G. Employee Assistance Plan

**Substitute Pay:**                      Daily Rate:              \$77.82                                      Long-term Daily Rate:              \$84.64