

**HOLDEN R-III SCHOOL DISTRICT
2023-2024 CERTIFICATED SALARY SCHEDULE**

EDUCATIONAL INCREMENTS

Level	B.S. A				B.S.+10 B				B.S.+20 C				M.S. D	M.S. + 8 E	M.S. +16 F	M.S. +24 G	Specialist's H	Doctorate I
	Base	*State Grant	**Local Grant	Total Salary	Base	*State Grant	**Local Grant	Total Salary	Base	*State Grant	**Local Grant	Total Salary	Total Salary	Total Salary	Total Salary	Total Salary	Total Salary	Total Salary
1	33,500	4,500	0	38,000	34,175	3,825	0	38,000	36,025	1,975	0	38,000	40,000	40,700	41,500	42,500	44,000	47,500
2	34,000	4,000	0	38,000	34,675	3,325	0	38,000	36,525	1,475	175	38,175	40,600	41,300	42,100	43,100	44,600	48,100
3	34,500	3,500	0	38,000	35,175	2,825	50	38,050	37,025	975	750	38,750	41,200	41,900	42,700	43,700	45,200	48,700
4	35,000	3,000	0	38,000	35,675	2,325	575	38,575	37,525	475	1,325	39,325	41,800	42,500	43,300	44,300	45,800	49,300
5	35,500	2,500	500	38,500	36,175	1,825	1,100	39,100	39,900	0	0	39,900	42,400	43,100	43,900	44,900	46,400	49,900
6	36,000	2,000	1,100	39,100	36,675	1,325	1,750	39,750	40,600	0	0	40,600	43,150	43,850	44,650	45,650	47,150	50,650
7	36,500	1,500	1,700	39,700	37,175	825	2,400	40,400	41,300	0	0	41,300	43,900	44,600	45,400	46,400	47,900	51,400
8	37,000	1,000	2,300	40,300	37,675	325	3,050	41,050	42,000	0	0	42,000	44,650	45,350	46,150	47,150	48,650	52,150
9	37,500	500	2,900	40,900	41,700	0	0	41,700	42,700	0	0	42,700	45,400	46,100	46,900	47,900	49,400	52,900
10	41,500	0	0	41,500	42,350	0	0	42,350	43,400	0	0	43,400	46,150	46,850	47,650	48,650	50,150	53,650
11	42,100	0	0	42,100	43,075	0	0	43,075	44,175	0	0	44,175	46,975	47,675	48,475	49,475	50,975	54,475
12	42,700	0	0	42,700	43,800	0	0	43,800	44,950	0	0	44,950	47,800	48,500	49,300	50,300	51,800	55,300
13	43,300	0	0	43,300	44,525	0	0	44,525	45,725	0	0	45,725	48,625	49,325	50,125	51,125	52,625	56,125
14	43,900	0	0	43,900	45,250	0	0	45,250	46,500	0	0	46,500	49,450	50,150	50,950	51,950	53,450	56,950
15	44,500	0	0	44,500	45,975	0	0	45,975	47,275	0	0	47,275	50,275	50,975	51,775	52,775	54,275	57,775
16	45,000	0	0	45,000	46,500	0	0	46,500	47,975	0	0	47,975	51,125	51,825	52,625	53,625	55,175	58,675
17	45,500	0	0	45,500	47,025	0	0	47,025	48,675	0	0	48,675	51,975	52,675	53,475	54,475	56,075	59,575
18	46,000	0	0	46,000	47,550	0	0	47,550	49,375	0	0	49,375	52,825	53,525	54,325	55,325	56,975	60,475
19	46,500	0	0	46,500	48,075	0	0	48,075	50,075	0	0	50,075	53,675	54,375	55,175	56,175	57,875	61,375
20	47,000	0	0	47,000	48,600	0	0	48,600	50,775	0	0	50,775	54,525	55,225	56,025	57,025	58,775	62,275
21	47,000	0	0	47,000	48,800	0	0	48,800	50,975	0	0	50,975	55,425	56,125	56,925	57,925	59,775	63,275
22	47,000	0	0	47,000	49,000	0	0	49,000	51,175	0	0	51,175	56,325	57,025	57,825	58,825	60,775	64,275
23	47,000	0	0	47,000	49,200	0	0	49,200	51,375	0	0	51,375	57,225	57,925	58,725	59,725	61,775	65,275
24	47,000	0	0	47,000	49,400	0	0	49,400	51,575	0	0	51,575	58,125	58,825	59,625	60,625	62,775	66,275
25	47,000	0	0	47,000	49,600	0	0	49,600	51,775	0	0	51,775	59,025	59,725	60,525	61,525	63,775	67,275
26	47,000	0	0	47,000	50,100	0	0	50,100	52,275	0	0	52,275	60,025	60,725	61,525	62,525	64,775	68,475
27	47,000	0	0	47,000	50,600	0	0	50,600	52,775	0	0	52,775	61,025	61,725	62,525	63,525	65,775	69,675
28	47,000	0	0	47,000	51,100	0	0	51,100	53,275	0	0	53,275	62,025	62,725	63,525	64,525	66,775	70,875
29	47,000	0	0	47,000	51,600	0	0	51,600	53,775	0	0	53,775	63,025	63,725	64,525	65,525	67,775	72,075
30	47,000	0	0	47,000	52,100	0	0	52,100	54,275	0	0	54,275	64,025	64,725	65,525	66,525	68,775	73,275
31	47,000	0	0	47,000	52,100	0	0	52,100	54,275	0	0	54,275	65,025	65,725	66,525	67,525	69,775	74,475
32	47,000	0	0	47,000	52,100	0	0	52,100	54,275	0	0	54,275	66,025	66,725	67,525	68,525	70,775	75,675
33	47,000	0	0	47,000	52,100	0	0	52,100	54,275	0	0	54,275	67,025	67,725	68,525	69,525	71,775	76,875
34	47,000	0	0	47,000	52,100	0	0	52,100	54,275	0	0	54,275	68,025	68,725	69,525	70,525	72,775	78,075
35	47,000	0	0	47,000	52,100	0	0	52,100	54,275	0	0	54,275	69,025	69,725	70,525	71,525	73,775	79,275

*State grant columns are funded with state appropriation equal to 70% of the amount specified. Such amounts may not be available in subsequent years.

**Local grant columns are funded by district due to state grant funding noted above. Such amounts may not be available in subsequent years.

SALARY SCHEDULE DETAILS

1. The District will pay all or some portion of the individual medical insurance for the employee. The amount will be determined annually by the Board of Education.
2. Board of Education will purchase \$20,000 term life insurance for all certificated employees less than 65 years of age. Certificated employees over 65 years of age will receive \$11,000 term life. The policy will carry a double indemnity in case of accidental death or dismemberment and be effective 24 hours a day.
3. Leave policies will be in accordance with Board policy GCBDA.
4. Certificated personnel may be assigned by the Board of Education to any position within the school district for which they are certificated. They will be notified immediately of any change in assignment.
5. Employees leaving the District will be reimbursed for unused sick leave according to the specifications in Board Policy GCBDA.
6. Experienced teachers who are new to the school district may receive credit for previous experience. No one can advance more than one step vertically, but may move more than one step horizontally if they have achieved the educational hours. Certificated employees that have acquired a Master's degree that requires more than the normal 32 graduate hours, , i.e. Counselors, may be granted horizontal movement on the schedule with the submission of their transcripts to Central Office and employment by the Holden R-III District in the corresponding position.
7. Teacher's normal workday is defined as beginning 30 minutes before the first class begins and extending 15 minutes after the last class is dismissed-regularly called faculty meetings and special in-service training could/would extend beyond this time.
8. Special education teachers to be paid \$1000 in addition to position on schedule if certified for and teach in special education.
9. Teachers will work on the days shown on the school calendar and otherwise assigned by the administration, with the acknowledgement that the school calendar may be altered or extended because of cancellation of school due to weather or other reasons.
10. Assignment of all professional staff duties and responsibilities will be in accordance with Board policies CF and GCA.
11. Nationally certified teachers will receive a \$1500 stipend annually.
12. Specialist degreed teachers are to be paid \$1000 in addition to position on salary schedule if Specialist degree is currently being utilized in their assigned position.
13. Contracted teachers that choose to continue their educational endeavors will be reimbursed by the District according to specifications of Board Policy GCL.
14. When a contracted teacher commits to teaching home bound services, that rate of pay will be \$25 per hour.