

2023-2024
HOLDEN R-III SCHOOL DISTRICT
SUPPORT STAFF SALARY SCHEDULES

STEPS	HOURLY WAGES			ANNUAL SALARY
	COLUMN A Secretaries/ Library Clerks/ Nurse's Aides/ Day Plus Supervisor	COLUMN B Paraprofessionals*	COLUMN C Cooks*	COLUMN D Salaried Support Staff**
1	\$16.18	\$14.94	\$13.61	\$ 37,340
2	\$17.15	\$15.84	\$14.43	\$ 37,840
3	\$17.32	\$15.99	\$14.57	\$ 38,340
4	\$17.50	\$16.15	\$14.72	\$ 38,840
5	\$17.85	\$16.48	\$15.01	\$ 39,340
6	\$18.02	\$16.64	\$15.16	\$ 39,840
7	\$18.20	\$16.81	\$15.31	\$ 40,340
8	\$18.39	\$16.98	\$15.47	\$ 40,840
9	\$18.57	\$17.15	\$15.62	\$ 41,340
10	\$18.94	\$17.49	\$15.93	\$ 42,340
11	\$19.13	\$17.66	\$16.09	\$ 42,840
12	\$19.32	\$17.84	\$16.25	\$ 43,340
13	\$19.52	\$18.02	\$16.42	\$ 43,840
14	\$19.71	\$18.20	\$16.58	\$ 44,340
15	\$20.10	\$18.56	\$16.91	\$ 45,340
16	\$20.31	\$18.75	\$17.08	\$ 45,840
17	\$20.51	\$18.94	\$17.25	\$ 46,340
18	\$20.71	\$19.13	\$17.42	\$ 46,840
19	\$20.92	\$19.32	\$17.60	\$ 47,340
20	\$21.13	\$19.51	\$17.77	\$ 48,340
21	\$21.34	\$19.71	\$17.95	\$ 48,840
22	\$21.56	\$19.90	\$18.13	\$ 49,340
23	\$21.77	\$20.10	\$18.31	\$ 49,840
24	\$21.99	\$20.30	\$18.50	\$ 50,340
25	\$22.21	\$20.51	\$18.68	\$ 51,340
26	\$22.43	\$20.71	\$18.87	\$ 51,840
27	\$22.65	\$20.92	\$19.06	\$ 52,340
28	\$22.88	\$21.13	\$19.25	\$ 52,840
29	\$23.11	\$21.34	\$19.44	\$ 53,340
30	\$23.34	\$21.55	\$19.63	\$ 54,340
31	\$23.57	\$21.77	\$19.83	\$ 54,840
32	\$23.81	\$21.99	\$20.03	\$ 55,340

Additional Notes

Medical and life insurance will be paid for all employees that work over 20 hours per week who are employed with the R-III School District at the Board approved rate.

*Paraprofessionals, Nurses, & Nurse's Aides that the District requires to have at least 60 college credits, pass the ParaPro test, or Nursing Certifications will be paid at their hourly rate plus 10%.

**Salaried support staff employees are identified by Fair Labor Standards Act as "exempt" employees from overtime requirements. Those positions are District Accountant, Executive Administrative Asst., Communications Coordinator. These employees are on the salary schedule "D" above at the appropriate step plus percentage according to the months worked throughout the year. Communications Coordinator, District Accountant, and Executive Admin. Asst. (12 mos.) +25%; the Executive Secretary will be paid for board meetings at the average hourly rate of the respective salary step for the position.