

**Kirkwood School District
2025-2026**

Level	BA	BA+15	MA	MA+15	MA+35	PHD
1	47,831	50,223	52,734	55,371	58,140	61,047
2	49,075	51,529	54,105	56,811	59,652	62,634
3	50,351	52,869	55,512	58,288	61,203	64,262
4	51,660	54,244	56,955	59,803	62,794	65,933
5	53,003	55,654	58,436	61,358	64,427	67,647
6	54,381	57,101	59,955	62,953	66,102	69,406
7	55,795	58,586	61,514	64,590	67,821	71,211
8	57,246	60,109	63,113	66,269	69,584	73,062
9	58,734	61,672	64,754	67,992	71,393	74,962
10	60,261	63,275	66,438	69,760	73,249	76,911
11		64,920	68,165	71,574	75,153	78,911
12		66,608	69,937	73,435	77,107	80,963
13		68,340	71,755	75,344	79,112	83,068
14		70,117	73,621	77,303	81,169	85,228
15		71,940	75,535	79,313	83,279	87,444
16			77,499	81,375	85,444	89,718
17			79,514	83,491	87,666	92,051
18			81,581	85,662	89,945	94,444
19			83,702	87,889	92,284	96,900
20			85,878	90,174	94,683	99,419
21			88,111	92,519	97,145	102,004
22			90,402	94,924	99,671	104,656
23			92,752	97,392	102,262	107,377
24			95,164	99,924	104,921	110,169
25			97,638	102,522	107,649	113,033
26			100,177	105,188	110,448	115,972
27			102,782	107,923	113,320	118,987
28			105,454	110,729	116,266	122,081

Placement on salary schedule may not match your years of service

**New hires will be placed no higher than step 10 upon initial employment. Placement is subject to district verification of experience and education.*

Teachers moving beyond a Master's degree must establish a planned program with their principal.

QUALIFICATIONS FOR HORIZONTAL MOVEMENT

If you have attained the appropriate hours to move on the salary schedule, you need to complete and submit the "Application for Horizontal Movement on the Salary Schedule" form by February 1st of the year immediately preceding the movement and provide an official transcript to the Director of Human Resources by September 30, or the following business day of that same year. You will receive an adjusted contract with the appropriate annual increase.

In addition, the district will provide a \$3,000 annual stipend upon completion of the National Board Certification. The stipend will be paid for the life of the certification. This adjustment will be done in conjunction with the established date for horizontal movement. *A Master's Degree must be earned prior to beginning work toward National Board Certification.

Approved March 10, 2025