

HOLDEN R-III SCHOOL DISTRICT
2025-26 CERTIFICATED SALARY SCHEDULE (Revised 6/26/25)

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	6,500	0	40,000	34,175	5,825	0	40,000	36,025	3,975	0	40,000	42,000	42,700	43,500	44,500	46,000	49,500
2	34,000	6,000	0	40,000	34,675	5,325	0	40,000	36,525	3,475	175	40,175	42,600	43,300	44,100	45,100	46,600	50,100
3	34,500	5,500	0	40,000	35,175	4,825	50	40,050	37,025	2,975	750	40,750	43,200	43,900	44,700	45,700	47,200	50,700
4	35,000	5,000	0	40,000	35,675	4,325	575	40,575	37,525	2,475	1,325	41,325	43,800	44,500	45,300	46,300	47,800	51,300
5	35,500	4,500	500	40,500	36,175	3,825	1,100	41,100	39,900	100	1,900	41,900	44,400	45,100	45,900	46,900	48,400	51,900
6	36,000	4,000	1,100	41,100	36,675	3,325	1,750	41,750	42,600	0	0	42,600	45,150	45,850	46,650	47,650	49,150	52,650
7	36,500	3,500	1,700	41,700	37,175	2,825	2,400	42,400	43,300	0	0	43,300	45,900	46,600	47,400	48,400	49,900	53,400
8	37,000	3,000	2,300	42,300	37,675	2,325	3,050	43,050	44,000	0	0	44,000	46,650	47,350	48,150	49,150	50,650	54,150
9	37,500	2,500	2,900	42,900	43,700	0	0	43,700	44,700	0	0	44,700	47,400	48,100	48,900	49,900	51,400	54,900
10	43,500	0	0	43,500	44,350	0	0	44,350	45,400	0	0	45,400	48,150	48,850	49,650	50,650	52,150	55,650
11	44,100	0	0	44,100	45,075	0	0	45,075	46,175	0	0	46,175	48,975	49,675	50,475	51,475	52,975	56,475
12	44,700	0	0	44,700	45,800	0	0	45,800	46,950	0	0	46,950	49,800	50,500	51,300	52,300	53,800	57,300
13	45,300	0	0	45,300	46,525	0	0	46,525	47,725	0	0	47,725	50,625	51,325	52,125	53,125	54,625	58,125
14	45,900	0	0	45,900	47,250	0	0	47,250	48,500	0	0	48,500	51,450	52,150	52,950	53,950	55,450	58,950
15	46,500	0	0	46,500	47,975	0	0	47,975	49,275	0	0	49,275	52,275	52,975	53,775	54,775	56,275	59,775
16	47,000	0	0	47,000	48,500	0	0	48,500	49,975	0	0	49,975	53,125	53,825	54,625	55,625	57,175	60,675
17	47,500	0	0	47,500	49,025	0	0	49,025	50,675	0	0	50,675	53,975	54,675	55,475	56,475	58,075	61,575
18	48,000	0	0	48,000	49,550	0	0	49,550	51,375	0	0	51,375	54,825	55,525	56,325	57,325	58,975	62,475
19	48,500	0	0	48,500	50,075	0	0	50,075	52,075	0	0	52,075	55,675	56,375	57,175	58,175	59,875	63,375
20	49,000	0	0	49,000	50,600	0	0	50,600	52,775	0	0	52,775	56,525	57,225	58,025	59,025	60,775	64,275
21	49,000	0	0	49,000	50,800	0	0	50,800	52,975	0	0	52,975	57,425	58,125	58,925	59,925	61,775	65,275
22	49,000	0	0	49,000	51,000	0	0	51,000	53,175	0	0	53,175	58,325	59,025	59,825	60,825	62,775	66,275
23	49,000	0	0	49,000	51,200	0	0	51,200	53,375	0	0	53,375	59,225	59,925	60,725	61,725	63,775	67,275
24	49,000	0	0	49,000	51,400	0	0	51,400	53,575	0	0	53,575	60,125	60,825	61,625	62,625	64,775	68,275
25	49,000	0	0	49,000	51,600	0	0	51,600	53,775	0	0	53,775	61,025	61,725	62,525	63,525	65,775	69,275
26	49,000	0	0	49,000	52,100	0	0	52,100	54,275	0	0	54,275	62,025	62,725	63,525	64,525	66,775	70,475
27	49,000	0	0	49,000	52,600	0	0	52,600	54,775	0	0	54,775	63,025	63,725	64,525	65,525	67,775	71,675
28	49,000	0	0	49,000	53,100	0	0	53,100	55,275	0	0	55,275	64,025	64,725	65,525	66,525	68,775	72,875
29	49,000	0	0	49,000	53,600	0	0	53,600	55,775	0	0	55,775	65,025	65,725	66,525	67,525	69,775	74,075
30	49,000	0	0	49,000	54,100	0	0	54,100	56,275	0	0	56,275	66,025	66,725	67,525	68,525	70,775	75,275
31	49,000	0	0	49,000	54,100	0	0	54,100	56,275	0	0	56,275	67,025	67,725	68,525	69,525	71,775	76,475
32	49,000	0	0	49,000	54,100	0	0	54,100	56,275	0	0	56,275	68,025	68,725	69,525	70,525	72,775	77,675
33	49,000	0	0	49,000	54,100	0	0	54,100	56,275	0	0	56,275	69,025	69,725	70,525	71,525	73,775	78,875
34	49,000	0	0	49,000	54,100	0	0	54,100	56,275	0	0	56,275	70,025	70,725	71,525	72,525	74,775	80,075
35	49,000	0	0	49,000	54,100	0	0	54,100	56,275	0	0	56,275	71,025	71,725	72,525	73,525	75,775	81,275

*State grant columns are funded with state appropriation. Such amounts may not be available in subsequent years.

**Local grant columns 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.