

**2025-26**  
**HOLDEN R-III SCHOOL DISTRICT**  
**SUPPORT STAFF SALARY SCHEDULES**  
**(Adopted April 14, 2025)**

STEPS	HOURLY WAGES		ANNUAL SALARY
	COLUMN A Secretaries/ Library Clerks/ Nurse's Aides/Day Plus Supervisor/ BIC Paraprofessional	COLUMN B Paraprofessionals*/ Cooks	
1	\$16.99	\$15.77	\$ 39,423
2	\$18.01	\$16.72	\$ 39,923
3	\$18.19	\$16.88	\$ 40,423
4	\$18.37	\$17.05	\$ 40,923
5	\$18.74	\$17.39	\$ 41,423
6	\$18.93	\$17.57	\$ 41,923
7	\$19.12	\$17.74	\$ 42,423
8	\$19.31	\$17.92	\$ 42,923
9	\$19.50	\$18.10	\$ 43,423
10	\$19.89	\$18.46	\$ 44,423
11	\$20.09	\$18.65	\$ 44,923
12	\$20.29	\$18.83	\$ 45,423
13	\$20.49	\$19.02	\$ 45,923
14	\$20.70	\$19.21	\$ 46,423
15	\$21.11	\$19.60	\$ 47,423
16	\$21.32	\$19.79	\$ 47,923
17	\$21.54	\$19.99	\$ 48,423
18	\$21.75	\$20.19	\$ 48,923
19	\$21.97	\$20.39	\$ 49,423
20	\$22.19	\$20.59	\$ 50,423
21	\$22.41	\$20.80	\$ 50,923
22	\$22.63	\$21.01	\$ 51,423
23	\$22.86	\$21.22	\$ 51,923
24	\$23.09	\$21.43	\$ 52,423
25	\$23.32	\$21.65	\$ 53,423
26	\$23.55	\$21.86	\$ 53,923
27	\$23.79	\$22.08	\$ 54,423
28	\$24.03	\$22.30	\$ 54,923
29	\$24.27	\$22.52	\$ 55,423
30	\$24.51	\$22.75	\$ 56,423
31	\$24.75	\$22.98	\$ 56,923
32	\$25.00	\$23.21	\$ 57,423

**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.