

HOLDEN R-III SCHOOL DISTRICT
2026-27 CERTIFICATED SALARY SCHEDULE (Approved 5/11/26)

EDUCATIONAL INCREMENTS

	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
Level	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	600	40,600	36,025	3,975	1,100	41,100	43,500	44,200	45,000	46,000	47,500	51,000
2	34,000	6,000	500	40,500	34,675	5,325	1,100	41,100	36,525	3,475	1,675	41,675	44,100	44,800	45,600	46,600	48,100	51,600
3	34,500	5,500	1,000	41,000	35,175	4,825	1,600	41,600	37,025	2,975	2,250	42,250	44,700	45,400	46,200	47,200	48,700	52,200
4	35,000	5,000	1,500	41,500	35,675	4,325	2,100	42,100	37,525	2,475	2,825	42,825	45,300	46,000	46,800	47,800	49,300	52,800
5	35,500	4,500	2,000	42,000	36,175	3,825	2,600	42,600	39,900	100	3,400	43,400	45,900	46,600	47,400	48,400	49,900	53,400
6	36,000	4,000	2,600	42,600	36,675	3,325	3,250	43,250	44,100	0	0	44,100	46,650	47,350	48,150	49,150	50,650	54,150
7	36,500	3,500	3,200	43,200	37,175	2,825	3,900	43,900	44,800	0	0	44,800	47,400	48,100	48,900	49,900	51,400	54,900
8	37,000	3,000	3,800	43,800	37,675	2,325	4,550	44,550	45,500	0	0	45,500	48,150	48,850	49,650	50,650	52,150	55,650
9	37,500	2,500	4,400	44,400	45,200	0	0	45,200	46,200	0	0	46,200	48,900	49,600	50,400	51,400	52,900	56,400
10	45,000	0	0	45,000	45,850	0	0	45,850	46,900	0	0	46,900	49,650	50,350	51,150	52,150	53,650	57,150
11	45,600	0	0	45,600	46,575	0	0	46,575	47,675	0	0	47,675	50,475	51,175	51,975	52,975	54,475	57,975
12	46,200	0	0	46,200	47,300	0	0	47,300	48,450	0	0	48,450	51,300	52,000	52,800	53,800	55,300	58,800
13	46,800	0	0	46,800	48,025	0	0	48,025	49,225	0	0	49,225	52,125	52,825	53,625	54,625	56,125	59,625
14	47,400	0	0	47,400	48,750	0	0	48,750	50,000	0	0	50,000	52,950	53,650	54,450	55,450	56,950	60,450
15	48,000	0	0	48,000	49,475	0	0	49,475	50,775	0	0	50,775	53,775	54,475	55,275	56,275	57,775	61,275
16	48,500	0	0	48,500	50,000	0	0	50,000	51,475	0	0	51,475	54,625	55,325	56,125	57,125	58,675	62,175
17	49,000	0	0	49,000	50,525	0	0	50,525	52,175	0	0	52,175	55,475	56,175	56,975	57,975	59,575	63,075
18	49,500	0	0	49,500	51,050	0	0	51,050	52,875	0	0	52,875	56,325	57,025	57,825	58,825	60,475	63,975
19	50,000	0	0	50,000	51,575	0	0	51,575	53,575	0	0	53,575	57,175	57,875	58,675	59,675	61,375	64,875
20	50,500	0	0	50,500	52,100	0	0	52,100	54,275	0	0	54,275	58,025	58,725	59,525	60,525	62,275	65,775
21	50,500	0	0	50,500	52,300	0	0	52,300	54,475	0	0	54,475	58,925	59,625	60,425	61,425	63,275	66,775
22	50,500	0	0	50,500	52,500	0	0	52,500	54,675	0	0	54,675	59,825	60,525	61,325	62,325	64,275	67,775
23	50,500	0	0	50,500	52,700	0	0	52,700	54,875	0	0	54,875	60,725	61,425	62,225	63,225	65,275	68,775
24	50,500	0	0	50,500	52,900	0	0	52,900	55,075	0	0	55,075	61,625	62,325	63,125	64,125	66,275	69,775
25	50,500	0	0	50,500	53,100	0	0	53,100	55,275	0	0	55,275	62,525	63,225	64,025	65,025	67,275	70,775
26	50,500	0	0	50,500	53,600	0	0	53,600	55,775	0	0	55,775	63,525	64,225	65,025	66,025	68,275	71,975
27	50,500	0	0	50,500	54,100	0	0	54,100	56,275	0	0	56,275	64,525	65,225	66,025	67,025	69,275	73,175
28	50,500	0	0	50,500	54,600	0	0	54,600	56,775	0	0	56,775	65,525	66,225	67,025	68,025	70,275	74,375
29	50,500	0	0	50,500	55,100	0	0	55,100	57,275	0	0	57,275	66,525	67,225	68,025	69,025	71,275	75,575
30	50,500	0	0	50,500	55,600	0	0	55,600	57,775	0	0	57,775	67,525	68,225	69,025	70,025	72,275	76,775
31	50,500	0	0	50,500	55,600	0	0	55,600	57,775	0	0	57,775	68,525	69,225	70,025	71,025	73,275	77,975
32	50,500	0	0	50,500	55,600	0	0	55,600	57,775	0	0	57,775	69,525	70,225	71,025	72,025	74,275	79,175
33	50,500	0	0	50,500	55,600	0	0	55,600	57,775	0	0	57,775	70,525	71,225	72,025	73,025	75,275	80,375
34	50,500	0	0	50,500	55,600	0	0	55,600	57,775	0	0	57,775	71,525	72,225	73,025	74,025	76,275	81,575
35	50,500	0	0	50,500	55,600	0	0	55,600	57,775	0	0	57,775	72,525	73,225	74,025	75,025	77,275	82,775

*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.