

2026-27
HOLDEN R-III SCHOOL DISTRICT
SUPPORT STAFF SALARY SCHEDULES
(Adopted May 11, 2026)

STEPS	HOURLY WAGES		ANNUAL SALARY
	COLUMN A Secretaries/ Library Clerks/ Nurse's Aides/Day Plus Supervisor/ BIC Paraprofessional	COLUMN B Paraprofessionals*/ Cooks	COLUMN C Salaried Support Staff**
1	\$17.67	\$16.40	\$ 40,000
2	\$18.73	\$17.38	\$ 40,000
3	\$18.92	\$17.56	\$ 40,000
4	\$19.11	\$17.73	\$ 40,000
5	\$19.49	\$18.09	\$ 40,000
6	\$19.68	\$18.27	\$ 43,600
7	\$19.88	\$18.45	\$ 44,100
8	\$20.08	\$18.64	\$ 44,600
9	\$20.28	\$18.82	\$ 45,100
10	\$20.69	\$19.20	\$ 46,100
11	\$20.89	\$19.39	\$ 46,600
12	\$21.10	\$19.58	\$ 47,100
13	\$21.31	\$19.78	\$ 47,600
14	\$21.53	\$19.98	\$ 48,100
15	\$21.96	\$20.38	\$ 49,100
16	\$22.18	\$20.58	\$ 49,600
17	\$22.40	\$20.79	\$ 50,100
18	\$22.62	\$21.00	\$ 50,600
19	\$22.85	\$21.21	\$ 51,100
20	\$23.08	\$21.42	\$ 52,100
21	\$23.31	\$21.63	\$ 52,600
22	\$23.54	\$21.85	\$ 53,100
23	\$23.78	\$22.07	\$ 53,600
24	\$24.01	\$22.29	\$ 54,100
25	\$24.25	\$22.51	\$ 55,100
26	\$24.50	\$22.74	\$ 55,600
27	\$24.74	\$22.96	\$ 56,100
28	\$24.99	\$23.19	\$ 56,600
29	\$25.24	\$23.42	\$ 57,100
30	\$25.49	\$23.66	\$ 58,100
31	\$25.75	\$23.89	\$ 58,600
32	\$26.00	\$24.13	\$ 59,100
33	\$26.26	\$24.38	\$ 59,600
34	\$26.53	\$24.62	\$ 60,100
35	\$26.79	\$24.87	\$ 61,100

Additional Notes

Medical and life insurance will be paid for all employees that work over 36 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 "C" 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.

**Emerging Educators: Support Staff personnel that are classroom teachers of record and pursuing their teaching certification.