



**CERTIFICATED SALARY SCHEDULE  
2025-2026  
ANNUAL SALARY**

STEPS	CLASS I	CLASS II	CLASS III
1	<b>\$47,138</b>	<b>\$48,552</b>	<b>\$50,009</b>
2	<b>\$48,552</b>	<b>\$50,009</b>	<b>\$51,509</b>
3	<b>\$50,009</b>	<b>\$51,509</b>	<b>\$53,055</b>
4	<b>\$51,509</b>	<b>\$53,055</b>	<b>\$54,646</b>
5	<b>\$53,055</b>	<b>\$54,646</b>	<b>\$56,286</b>
6	<b>\$54,646</b>	<b>\$56,286</b>	<b>\$57,974</b>
7	<b>\$56,286</b>	<b>\$57,974</b>	<b>\$59,713</b>
8	<b>\$57,974</b>	<b>\$59,713</b>	<b>\$61,505</b>
9	<b>\$59,713</b>	<b>\$61,505</b>	<b>\$63,350</b>
10	<b>\$61,505</b>	<b>\$63,350</b>	<b>\$65,250</b>
11	<b>\$63,350</b>	<b>\$65,250</b>	<b>\$67,208</b>
12	<b>\$65,250</b>	<b>\$67,208</b>	<b>\$69,224</b>
13	<b>\$67,208</b>	<b>\$69,224</b>	<b>\$71,301</b>
14	<b>\$69,224</b>	<b>\$71,301</b>	<b>\$73,440</b>
15	<b>\$71,301</b>	<b>\$73,440</b>	<b>\$75,643</b>
16	<b>\$73,440</b>	<b>\$75,643</b>	<b>\$77,912</b>
17	<b>\$75,643</b>	<b>\$77,912</b>	<b>\$80,250</b>
18	<b>\$77,192</b>	<b>\$80,250</b>	<b>\$82,657</b>
19	<b>\$80,250</b>	<b>\$82,657</b>	<b>\$85,137</b>
20-21	<b>\$82,657</b>	<b>\$85,137</b>	<b>\$87,691</b>
22-23	<b>\$85,137</b>	<b>\$87,691</b>	<b>\$90,322</b>

3% increase between steps and columns

Salary schedule is based on 185 work days

Health benefits capped at \$12,792 per fiscal year

Overage rate of \$3.00 per student over 24 students in a classroom

It is the responsibility of the employee to submit proof of earned credits to the business manager prior to the start of a school year to move to the next column.

Retroactive pay will not be given for credits not reported.

Approved by the Kirkwood School Board of Trustees: 04/21/25

Effective: 07/01/25

Signature of Board Clerk: \_\_\_\_\_



**KIRKWOOD**  
ELEMENTARY SCHOOL  
*Go Bobcats!*

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(The USDA and Kirkwood Elementary School District are equal opportunity providers and employers)