

SILEX R-1 SCHOOL DISTRICT

PO Box 46, 64 Hwy. UU

Silex, MO. 63377

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Superintendent - Nick Heggemann; High School/Middle School Principal - Robert James
Elementary Principal - Gina Harris

Introducing Prop Owls – Investing in the Future of Silex R-1

Dear Silex R-1 School District Stakeholders,

The Silex R-1 School District is committed to providing a high-quality educational experience for our students while remaining fiscally responsible to our community. As we look ahead, the Board of Education has approved placing Proposition Owls (Prop Owls) on the upcoming ballot on April 7, 2026, to address critical financial needs facing our district.

Prop Owls is designed to help Silex R-1 remain compliant with Senate Bill 727, which establishes increasing minimum salary requirements for teachers across the state. This includes a \$40,000 minimum base salary, a \$47,000 minimum salary for teachers with a master's degree and 10 years of experience beginning in the 2026–27 school year, and a further increase to \$48,000 for that same group in the 2027–28 school year. These requirements continue to increase over time and are tied to inflation. While the district currently relies on a state baseline salary grant to meet minimum requirements, this funding is not guaranteed and only ensures minimum compliance rather than long-term financial stability.

Teacher Base Salary Comparison - Silex R-1 and Neighboring Districts

School District	Base Salary	Difference Compared to Silex	Percent Difference
Silex R-1	\$35,900	—————	—————
Clopton	\$39,634	+\$3,700	10.3%
Elsberry	\$38,000	+\$2,100	5.9%
Wellsville	\$40,000	+4,100	11.4%
Troy	\$45,000	+9,100	25.4%

Lower than neighboring districts, making it more challenging to recruit and retain quality educators while meeting rising state-mandated salary requirements.

In addition to salary mandates, the district continues to experience significant increases in insurance costs, with premiums rising more than 17% over the past two years and an additional 10–15% increase projected for the upcoming year.

Prop Owls would also support fair compensation for all employees. Beginning in January 2026, the district must comply with the State of Missouri minimum wage law, which requires a \$15.00 per hour minimum wage for classified staff.

More than 30% of Silex R-1 employees live within the district boundaries, meaning district funding decisions have a direct impact on local families and the Silex community.

The district will host two informational meetings where Mr. Heggemann will present more information for tax funding through Prop Owls. These meetings will be held on February 18th at 7:00 p.m. and March 18 at 7:00 p.m., both located in the school cafeteria.

Sincerely,

Nick Heggemann
Superintendent
Silex R-1 School District