

**INDEPENDENCE SCHOOL DISTRICT  
EARLY EDUCATION PROGRAM SUPPORT SPECIALIST  
SALARY SCHEDULE  
2026-2027**

<b>Step</b>	<b>BA/BS in Related Field</b>	<b>BA/BS in Preferred Field</b>	<b>BA/BS in Preferred or Related Field +16 Hours</b>	<b>MA/MS in Preferred or Related Field</b>
1	20.31	20.92	21.53	22.14
2	20.92	21.53	22.14	22.75
3	21.53	22.14	22.75	23.36
4	22.14	22.75	23.36	23.97
5	22.75	23.36	23.97	24.58
6	23.36	23.97	24.58	25.19
7	23.97	24.58	25.19	25.80
8	24.58	25.19	25.80	26.41
9	25.19	25.80	26.41	27.02
10	25.80	26.41	27.02	27.62
11	26.41	27.02	27.62	28.23
12	27.02	27.62	28.23	28.84
13	27.62	28.23	28.84	29.45
14	28.23	28.84	29.45	30.06
15	28.84	29.45	30.06	30.67

New employees may enter the scale from Step 1-7 based on previous experience.

For schedule placements, college hours must be from a college or university with accreditation recognized by the Missouri Department of Elementary and secondary Education