

**INDEPENDENCE SCHOOL DISTRICT
EARLY EDUCATION TEACHER
SALARY SCHEDULE
2026-2027**

Step	AA or AS in ECE or *Related Field	BA/BS *Related Field	MA/MS ECE or related field
1	19.78	26.03	26.54
2	20.40	26.65	27.17
3	21.02	27.27	27.79
4	21.64	27.89	28.42
5	22.27	28.52	29.04
6	22.90	29.14	29.66
7	23.52	29.77	30.30
8	24.15	30.40	30.91
9	24.77	31.02	31.53
10	25.39	31.64	32.15
11	26.03	32.27	32.78
12	26.65	32.90	33.41
13	27.27	33.51	34.03
14	27.89	34.13	34.66
15	28.52	34.76	35.28
16	29.14	35.38	35.90
17	29.76	36.00	36.52

New employees may enter the scale from Step 1 to 10 based on previous experience in Early Childhood Education

\$1.50 will be added to the hourly salary of Early Education Teachers who currently work in noted classroom settings:

Early Head Start Teacher

A degree is considered related field if there are 18 ECE or related hours that meet the Head Start requirements.

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