

**INDEPENDENCE SCHOOL DISTRICT
HEALTH SERVICES STAFF
SALARY SCHEDULE
2026-2027**

Step	LPN Hourly	RN Hourly	BSN Hourly
1	22.90	29.14	32.53
2	23.47	29.92	33.30
3	24.05	30.70	34.08
4	24.62	31.48	34.87
5	25.19	32.27	35.65
6	25.76	33.05	36.43
7	26.33	33.82	37.21
8	26.90	34.61	37.98
9	27.47	35.38	38.78
10	28.04	36.17	39.55
11	28.62	36.95	40.33
12	29.20	37.73	41.11
13	29.77	38.51	41.89
14	30.35	39.29	42.68
15	30.91	40.07	43.46
16	31.48	40.86	44.23
17	32.05	41.63	45.02
18	32.63	42.41	45.79
19	33.20	43.19	46.58
20	33.77	43.98	47.36
21	34.34	44.76	48.14

New employees may be placed on the schedule based on previous experience.

Daily Rate

LPN Substitute \$194.65
RN/BSN Substitute \$247.69