

**INDEPENDENCE SCHOOL DISTRICT
EARLY EDUCATION TEACHING ASSISTANT
SALARY SCHEDULE
2019-2020**

Step	**Diploma/ GED	CDA	60 HRS or AA	(CDA + 60 HRS) or (CDA + AA) or (Degree in ECE or related field
1	10.00	12.10	12.72	13.08
2	10.10	12.40	13.00	13.37
3	10.19	12.70	13.31	13.68
4	10.29	12.98	13.60	13.98
5	10.39	13.29	13.91	14.26
6	10.49	13.58	14.19	14.56
7	10.60	13.89	14.47	14.85
8	10.71	14.17	14.79	15.14
9	10.82	14.45	15.08	15.45
10	10.93	14.77	15.38	15.73
11	11.03	15.06	15.67	16.04
12	11.14	15.36	15.96	16.33
13		15.65	16.26	16.63
14		15.95	16.58	16.93
15		16.24	16.87	17.23

New employees may enter the scale from Step 1 to 5 based on previous experience.

Substitute Rate:	\$10.00	Diploma/GED
	\$12.72	60 + College Hours

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

**Diploma/GED column: Staff must be working toward their CDA and have a maximum of 2 years to complete certification and must complete an Early Education Credential Plan & Timeline form upon starting their new position.

HR 6/10/2019