

**INDEPENDENCE SCHOOL DISTRICT  
EARLY EDUCATION TEACHER  
SALARY SCHEDULE  
2018-2019**

<b>STEP</b>	<b>AA or AS in ECE or *Related Field</b>	<b>BA/BS *Related Field</b>	<b>BA/BS in ECE or Teacher Cert in ECE or ECE Sp Ed</b>	<b>MA/MS in *Related Field</b>	<b>MA/MS in ECE or MA/MS with Teacher Cert in ECE or ECE Sp Ed</b>
1	16.61	21.11	21.49	21.65	22.05
2	17.16	21.67	22.07	22.24	22.63
3	17.73	22.24	22.63	22.78	23.17
4	18.29	22.79	23.18	23.37	23.77
5	18.87	23.37	23.77	23.92	24.31
6	19.41	23.93	24.31	24.49	24.89
7	19.98	24.49	24.89	25.06	25.44
8	20.55	25.06	25.44	25.61	26.02
9	21.12	25.62	26.02	26.17	26.59
10	21.68	26.17	26.60	26.76	27.15
11	22.25	26.76	27.15	27.31	27.70
12	22.80	27.32	27.71	27.89	28.30

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

\*Related Field: (as defined by the Head Start Act and ACYF-IM-HS-96-10).

**D. "A degree in a field related to early childhood education with experience in teaching preschool children and a State awarded certificate to teach in a preschool program" means the program of study (in combination with the state awarded certificate), typically includes six or more courses in early childhood education and/or child development.**

Substitute Rate:       \$9.87 Diploma/GED  
                              \$12.56 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.