

**INDEPENDENCE SCHOOL DISTRICT  
EARLY EDUCATION TEACHER  
SALARY SCHEDULE  
2016-2017**

<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	16.45	20.91	21.29	21.45	21.84
2	17.00	21.47	21.86	22.03	22.42
3	17.56	22.03	22.42	22.57	22.96
4	18.12	22.58	22.97	23.15	23.54
5	18.69	23.15	23.54	23.69	24.08
6	19.23	23.70	24.08	24.26	24.65
7	19.79	24.26	24.65	24.82	25.20
8	20.35	24.82	25.20	25.37	25.78
9	20.92	25.38	25.78	25.93	26.34
10	21.48	25.93	26.35	26.51	26.89
11	22.04	26.51	26.89	27.05	27.44
12	22.59	27.06	27.45	27.62	28.03

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:       \$9.77 Diploma/GED  
                              \$11.94 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.