

**INDEPENDENCE SCHOOL DISTRICT
EARLY EDUCATION TEACHER
SALARY SCHEDULE
2017-2018**

STEP	AA or AS in ECE or *Related Field	BA/BS *Related Field	BA/BS in ECE or Teacher Cert in ECE or ECE Sp Ed	MA/MS in *Related Field	MA/MS in ECE or MA/MS with Teacher Cert in ECE or ECE Sp Ed
1	16.50	20.97	21.35	21.51	21.90
2	17.05	21.53	21.92	22.09	22.48
3	17.61	22.09	22.48	22.63	23.02
4	18.17	22.64	23.03	23.21	23.61
5	18.74	23.21	23.61	23.76	24.15
6	19.28	23.77	24.15	24.33	24.72
7	19.85	24.33	24.72	24.89	25.27
8	20.41	24.89	25.27	25.44	25.85
9	20.98	25.45	25.85	26.00	26.41
10	21.54	26.00	26.42	26.58	26.97
11	22.10	26.58	26.97	27.13	27.52
12	22.65	27.14	27.53	27.70	28.11

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: \$9.80 Diploma/GED
 \$11.97 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.