

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

Step	AA or AS in ECE or *Related Field	BA/BS *Related Field	BA/BS in ECE or Teacher Cert in ECE or ECE SPED	MA/MS in *Related Field	MA/MS in ECE or MA/MS with Teacher Cert in ECE or ECE SPED
1	16.82	21.38	21.76	21.93	22.33
2	17.38	21.95	22.35	22.52	22.92
3	17.96	22.52	22.92	23.07	23.46
4	18.52	23.08	23.47	23.67	24.07
5	19.11	23.67	24.07	24.22	24.62
6	19.66	24.23	24.62	24.80	25.21
7	20.23	24.80	25.21	25.38	25.76
8	20.81	25.38	25.76	25.94	26.35
9	21.39	25.95	26.35	26.50	26.93
10	21.96	26.50	26.95	27.10	27.49
11	22.53	27.10	27.49	27.66	28.05
12	23.09	27.67	28.06	28.24	28.66

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 a 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:	\$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.