

**INDEPENDENCE SCHOOL DISTRICT
EARLY EDUCATION PROGRAM SUPPORT SPECIALIST
SALARY SCHEDULE
2020-2021**

Step	BA/BS IN Related Field	BA/BS in Preferred Field	BA/BS in Preferred or Related Field +16 HOURS	MA/MS in Preferred or Related Field
1	16.90	17.40	17.91	18.44
2	17.40	17.91	18.44	18.99
3	17.91	18.44	18.99	19.56
4	18.44	18.99	19.56	20.14
5	18.99	19.56	20.14	20.75
6	19.56	20.14	20.75	21.36
7	20.14	20.75	21.36	21.98
8	20.75	21.36	21.98	22.61
9	21.36	21.98	22.61	23.25
10	21.98	22.61	23.25	23.94

New employees may enter the scale from Step 1-5 based on previous experience and required license.

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

HR 6/01/2020