

**INDEPENDENCE SCHOOL DISTRICT
EARLY EDUCATION TEACHER
SALARY SCHEDULE
2021-2022**

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	17.13	21.78	22.16	22.34	22.74
2	17.70	22.36	22.76	22.94	23.34
3	18.29	22.94	23.34	23.50	23.89
4	18.86	23.51	23.90	24.11	24.52
5	19.46	24.11	24.52	24.67	25.08
6	20.02	24.68	25.08	25.26	25.68
7	20.06	25.26	25.68	25.85	26.24
8	21.20	25.85	26.24	26.42	26.84
9	21.79	26.43	26.84	26.99	27.43
10	22.37	26.99	27.44	27.60	28.00
11	22.95	27.60	28.00	28.17	28.57
12	23.52	28.18	28.58	28.76	29.19

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

Substitute Rate:	\$11.35	Diploma/GED
	\$13.31	60 + College Hours

*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.**

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