

**INDEPENDENCE PUBLIC SCHOOLS  
SALARY SCHEDULE - CLASSROOM TEACHERS  
2021-2022**

STEP	B S	BS+16 (a)	MS(F) (b)	MS(F)+16 (c)	MS(F)+32 (c)	Doctorate
	\$40,350 *					
1	\$40,000	\$41,089	\$43,716	\$44,530	\$45,844	\$48,427
2	\$40,708	\$41,522	\$44,149	\$45,463	\$46,777	\$49,860
3	\$41,141	\$41,954	\$45,082	\$46,396	\$48,209	\$51,293
4	\$41,574	\$42,887	\$46,015	\$47,829	\$49,642	\$52,726
5	\$42,506	\$43,820	\$47,448	\$49,261	\$51,075	\$54,159
6	\$43,439	\$45,253	\$48,881	\$50,694	\$52,508	\$55,591
7	\$44,872	\$46,686	\$50,313	\$52,127	\$53,941	\$57,024
8	\$46,305	\$48,119	\$51,746	\$53,560	\$55,374	\$58,457
9	\$47,738	\$49,552	\$53,179	\$54,993	\$56,807	\$59,890
10	\$49,171	\$50,985	\$54,612	\$56,426	\$58,240	\$61,323
11	\$50,604	\$52,417	\$56,045	\$57,859	\$59,672	\$62,756
12	\$52,036	\$53,850	\$57,478	\$59,291	\$61,105	\$64,189
13	\$53,469	\$55,283	\$58,911	\$60,724	\$62,538	\$65,621
14	\$54,902	\$56,716	\$60,343	\$62,157	\$63,971	\$67,054
15		\$58,149	\$61,776	\$63,590	\$65,404	\$68,487
16			\$63,209	\$65,023	\$66,837	\$69,920
17			\$64,642	\$66,456	\$68,270	\$71,353
18			\$66,075	\$67,889	\$69,702	\$72,786
19				\$69,322	\$71,135	\$74,219
20				\$70,754	\$72,568	\$75,652
21				\$72,187	\$74,001	\$77,084
22					\$75,434	\$78,517

- (a) The indexed base is \$36,275. Step 1 BS includes a salary overlay of \$3,725. Step 2 BS and Step 1 BS+16 include a salary overlay of \$3,000. Step 3 BS, Step 2 BS+16 and Step 1 Masters include a salary overlay of \$2,000. Step 4 BS, Step 3 BS+16, Step 2 MA and Step 1 MA+16 include a salary overlay of \$1,000. Step 5 BS, Step 4 BS+16, Step 3 MA, Step 2 MA+16 and Step 1 MA+32 include a salary overlay of \$500
- (b) Graduate hours applicable to a Graduate Degree - granted after qualifying for Missouri Certificate.
- (c) MS(F) requires a Master's Degree in Education, a Master's Degree in the teacher's content area or a Master's Degree, above, other than those defined plus a minimum of 18 graduate hours related to the teacher's assignment.
- (D) One-half hours must be graduate for all hours earned after Master's in Field.
- (E) National Board Certification will receive a \$3,000 annual stipend.
- (F) Master plus hours apply to those hours earned beyond the Master's Degree being conferred.
- (G) CTE certification placement in master's column based on number of years in applicable industry.
- (\*) Reflects \$350 Stipend for additional training required of entry level teachers.