

**INDEPENDENCE SCHOOL DISTRICT  
EARLY EDUCATION TEACHER  
SALARY SCHEDULE  
2022-2023**

| <b>Step</b> | <b>AA or AS<br/>in ECE or<br/>*Related<br/>Field</b> | <b>BA/BS<br/>*Related<br/>Field</b> | <b>BA/BS in<br/>ECE or<br/>Teacher<br/>Cert in ECE<br/>or ECE SPED</b> | <b>MA/MS in<br/>*Related<br/>Field</b> | <b>MA/MS in<br/>ECE or<br/>MA/MS with<br/>Teacher Cert<br/>in ECE or<br/>ECE SPED</b> |
|-------------|------------------------------------------------------|-------------------------------------|------------------------------------------------------------------------|----------------------------------------|---------------------------------------------------------------------------------------|
| 1           | 17.51                                                | 22.26                               | 22.65                                                                  | 22.83                                  | 23.24                                                                                 |
| 2           | 18.09                                                | 22.85                               | 23.26                                                                  | 23.45                                  | 23.86                                                                                 |
| 3           | 18.69                                                | 23.45                               | 23.86                                                                  | 24.02                                  | 24.42                                                                                 |
| 4           | 19.28                                                | 24.03                               | 24.43                                                                  | 25.64                                  | 25.06                                                                                 |
| 5           | 19.89                                                | 24.64                               | 25.06                                                                  | 25.22                                  | 25.63                                                                                 |
| 6           | 20.46                                                | 25.23                               | 25.63                                                                  | 25.82                                  | 26.25                                                                                 |
| 7           | 21.06                                                | 25.82                               | 26.25                                                                  | 26.42                                  | 26.82                                                                                 |
| 8           | 21.67                                                | 26.42                               | 26.82                                                                  | 27.00                                  | 27.43                                                                                 |
| 9           | 22.27                                                | 27.01                               | 27.43                                                                  | 27.59                                  | 28.04                                                                                 |
| 10          | 22.86                                                | 27.59                               | 28.05                                                                  | 28.21                                  | 28.62                                                                                 |
| 11          | 23.46                                                | 28.21                               | 28.62                                                                  | 28.79                                  | 29.20                                                                                 |
| 12          | 24.04                                                | 28.80                               | 29.21                                                                  | 29.40                                  | 29.84                                                                                 |
| 13          | 24.64                                                | 29.40                               | 29.81                                                                  | 30.00                                  | 30.44                                                                                 |

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

|                  |         |                    |
|------------------|---------|--------------------|
| Substitute Rate: | \$12.25 | Diploma/GED        |
|                  | \$14.50 | 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.