

**INDEPENDENCE SCHOOL DISTRICT  
EARLY EDUCATION PROGRAM SUPPORT SPECIALIST  
SALARY SCHEDULE  
2022-2023**

<b>Step</b>	<b>BA/BS in Related Field</b>	<b>BA/BS in Preferred Field</b>	<b>BA/BS in Preferred or Related Field +16 Hours</b>	<b>MA/MS in Preferred or Related Field</b>
1	17.59	18.11	18.64	19.20
2	18.11	18.64	19.20	19.77
3	18.64	19.20	19.77	20.36
4	19.20	19.77	20.36	20.96
5	19.77	20.36	20.96	21.60
6	20.36	20.96	21.60	22.24
7	20.96	21.60	22.24	22.88
8	21.60	22.24	22.88	23.54
9	22.24	22.88	23.54	24.20
10	22.88	23.54	24.20	24.92
11	23.54	24.20	24.92	25.58

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.