

**INDEPENDENCE SCHOOL DISTRICT  
EARLY EDUCATION PROGRAM SUPPORT SPECIALIST  
SALARY SCHEDULE  
2023-2024**

<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	17.83	18.35	18.89	19.46
2	18.35	18.89	19.46	20.04
3	18.89	19.46	20.04	20.63
4	19.46	20.04	20.63	21.24
5	20.04	20.63	21.24	21.89
6	20.63	21.24	21.89	22.54
7	21.24	21.89	22.54	23.19
8	21.89	22.54	23.19	23.86
9	22.54	23.19	23.86	24.53
10	23.19	23.86	24.53	25.26
11	23.86	24.53	25.26	25.93
12	24.53	25.26	25.93	26.59

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.