

**INDEPENDENCE SCHOOL DISTRICT  
EARLY EDUCATION TEACHING ASSISTANT  
SALARY SCHEDULE  
2023-2024**

<b>Step</b>	<b>**Diploma/GED</b>	<b>CDA</b>	<b>60 HRS or AA</b>	<b>(CDA + 60 HRS) or (CDA + AA) or (Degree in ECE or related field)</b>
1	12.75	14.19	14.70	14.95
2	12.75	14.49	15.00	15.25
3	12.75	14.80	15.30	15.56
4	12.75	15.10	15.61	15.86
5	12.75	15.41	15.91	16.17
6	12.75	15.71	16.22	16.47
7	12.75	16.01	16.52	16.77
8	12.75	16.32	16.82	17.08
9	12.75	16.62	17.13	17.38
10	12.75	16.93	17.43	17.69
11	12.75	17.23	17.74	17.99
12	12.75	17.53	18.04	18.29
13	12.75	17.84	18.34	18.60
14	12.75	18.14	18.65	18.90
15		18.45	18.95	19.21
16		18.75	19.26	19.51
17		19.05	19.56	19.81

New employees may enter the scale from Step 1 to 5 based on previous experience.

Substitute Rate:	\$12.75	Diploma/GED
	\$14.70	60 + College Hours

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

\*\*Diploma/GED column: Staff must be working toward their CDA and have a maximum of 2 years to complete certification and must complete an Early Education Credential Plan & Timeline form upon starting their new position.