

**INDEPENDENCE SCHOOL DISTRICT
EARLY EDUCATION TEACHER
SALARY SCHEDULE
2023-2024**

| Step | AA or AS in ECE or *Related Field | BA/BS *Related Field | BA/BS in ECE or Teacher Cert in ECE or ECE SPED | MA/MS in *Related Field | MA/MS in ECE or MA/MS with Teacher Cert in ECE or ECE SPED |
|-------------|--|-------------------------------------|--|--|---|
| 1 | 17.75 | 22.56 | 22.96 | 23.14 | 23.55 |
| 2 | 18.33 | 23.16 | 23.57 | 23.77 | 24.18 |
| 3 | 18.94 | 23.77 | 24.18 | 24.34 | 24.75 |
| 4 | 19.54 | 24.35 | 24.76 | 24.97 | 25.40 |
| 5 | 20.16 | 24.97 | 25.40 | 25.56 | 25.98 |
| 6 | 20.74 | 25.57 | 25.98 | 26.17 | 26.60 |
| 7 | 21.34 | 26.17 | 26.60 | 26.78 | 27.18 |
| 8 | 21.96 | 26.78 | 27.18 | 27.36 | 27.80 |
| 9 | 22.57 | 27.37 | 27.80 | 27.96 | 28.42 |
| 10 | 23.17 | 27.96 | 28.43 | 28.59 | 29.01 |
| 11 | 23.78 | 28.59 | 29.01 | 29.18 | 29.59 |
| 12 | 24.36 | 29.19 | 29.60 | 29.80 | 30.24 |
| 13 | 24.97 | 29.80 | 30.21 | 30.41 | 30.85 |
| 14 | 25.58 | 30.41 | 30.82 | 31.01 | 31.46 |

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

| | | |
|------------------|---------|--------------------|
| Substitute Rate: | \$12.75 | Diploma/GED |
| | \$14.70 | 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.