

**INDEPENDENCE SCHOOL DISTRICT
EARLY EDUCATION TEACHER
SALARY SCHEDULE
2024-2025**

Step	AA or AS in ECE or *Related Field	BA/BS *Related Field	MA/MS ECE or related field
1	19.00	25.00	25.50
2	19.60	25.60	26.10
3	20.20	26.20	26.70
4	20.80	26.80	27.30
5	21.40	27.40	27.90
6	22.00	28.00	28.50
7	22.60	28.60	29.10
8	23.20	29.20	29.70
9	23.80	29.80	30.30
10	24.40	30.40	30.90
11	25.00	31.00	31.50
12	25.60	31.60	32.10
13	26.20	32.20	32.70
14	26.80	32.80	33.30
15	27.40	33.40	33.90

New employees may enter the scale from Step 1 to 10 based on previous experience in Early Childhood Education

Substitute Rate: Diploma/GED \$14.00
60 + College Hours \$15.50

\$1.50 will be added to the hourly salary of Early Education Teachers who currently work in noted classroom settings:

Early Head Start Teacher

A degree is considered related field if there are 18 ECE or related hours that meet the Head Start requirements.

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