

**INDEPENDENCE SCHOOL DISTRICT
EARLY EDUCATION PROGRAM SUPPORT SPECIALIST
SALARY SCHEDULE
2025-2026**

Step	BA/BS in Related Field	BA/BS in Preferred Field	BA/BS in Preferred or Related Field +16 Hours	MA/MS in Preferred or Related Field
1	20.00	20.60	21.20	21.80
2	20.60	21.20	21.80	22.40
3	21.20	21.80	22.40	23.00
4	21.80	22.40	23.00	23.60
5	22.40	23.00	23.60	24.20
6	23.00	23.60	24.20	24.80
7	23.60	24.20	24.80	25.40
8	24.20	24.80	25.40	26.00
9	24.80	25.40	26.00	26.60
10	25.40	26.00	26.60	27.20
11	26.00	26.60	27.20	27.80
12	26.60	27.20	27.80	28.40
13	27.20	27.80	28.40	29.00
14	27.80	28.40	29.00	29.60

New employees may enter the scale from Step 1-7 based on previous experience.

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