

**INDEPENDENCE SCHOOL DISTRICT
EARLY EDUCATION TEACHING ASSISTANT
SALARY SCHEDULE
2025-2026**

Step	**Diploma/GED	CDA	60 HRS or AA	(CDA + 60 HRS) or (CDA + AA) or (Degree in ECE or related field)
1	14.35	15.38	15.89	16.50
2	14.60	15.68	16.19	16.80
3	14.86	15.99	16.50	17.11
4	15.11	16.29	16.80	17.43
5	15.38	16.60	17.11	17.73
6	15.63	16.91	17.48	18.09
7	15.89	17.21	17.83	18.45
8	16.14	17.53	18.19	18.80
9	16.40	17.89	18.55	19.16
10	16.65	18.24	18.91	19.53
11	16.91	18.60	19.26	19.88
12	17.16	18.96	19.63	20.24
13	17.43	19.31	19.99	20.60
14	17.68	19.68	20.34	20.95
15	17.94	20.04	20.70	21.31
16	18.19	20.39	21.06	21.68
17		20.75	21.41	22.04
18		21.11	21.78	22.39
19		21.46	22.14	22.75

New employees may enter the scale from Step 1-10 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.

**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.

Substitute Rate:	\$14.35	Diploma/GED
	\$15.89	60 + College Hours

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

Early Head Start Teacher Assistant