

**INDEPENDENCE SCHOOL DISTRICT
EARLY EDUCATION TEACHER
SALARY SCHEDULE
2025-2026**

Step	AA or AS in ECE or *Related Field	BA/BS *Related Field	MA/MS ECE or related field
1	19.48	25.63	26.13
2	20.09	26.24	26.75
3	20.70	26.85	27.36
4	21.31	27.46	27.98
5	21.93	28.08	28.59
6	22.55	28.69	29.20
7	23.16	29.31	29.83
8	23.78	29.93	30.44
9	24.39	30.54	31.05
10	25.00	31.15	31.66
11	25.63	31.77	32.28
12	26.24	32.39	32.90
13	26.85	33.00	33.51
14	27.46	33.61	34.13
15	28.08	34.23	34.74
16	28.69	34.84	35.35

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

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

\$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.