

**INDEPENDENCE SCHOOL DISTRICT
TECHNICAL SUPPORT STAFF
SALARY SCHEDULE
2025-2026**

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
1	18.38	18.82	19.39	19.87	20.67	21.17	21.95
2	18.83	19.32	19.89	20.35	21.16	21.65	22.42
3	19.33	19.82	20.36	20.84	21.64	22.14	22.91
4	19.83	20.29	20.86	21.32	22.13	22.63	23.40
5	20.30	20.78	21.33	21.82	22.62	23.12	23.89
6	20.79	21.27	21.83	22.31	23.11	23.62	24.36
7	21.28	21.77	22.32	22.79	23.61	24.10	24.86
8	21.78	22.26	22.80	23.28	24.09	24.59	25.34
9	22.27	22.74	23.29	23.78	24.57	25.06	25.83
10	22.75	23.22	23.79	24.25	25.05	25.55	26.34
11	23.23	23.72	24.26	24.76	25.54	26.03	26.81
12	23.73	24.20	24.77	25.23	26.02	26.52	27.29
13	24.21	24.70	25.24	25.73	26.53	27.01	27.78
14	24.71	25.18	25.74	26.22	27.00	27.49	28.28
15	25.19	25.67	26.25	26.70	27.48	28.01	28.76
16	25.68	26.13	26.71	27.19	28.00	28.48	29.25
17	26.17	26.62	27.19	27.68	28.46	29.07	29.74
18	26.66	27.11	27.68	28.17	28.95	29.56	30.22
19	27.14	27.60	28.17	28.66	29.44	30.05	30.71
20	27.64	28.09	28.66	29.15	29.94	30.55	31.20
21	28.14	28.58	29.15	29.64	30.44	31.05	31.69

Key: Level 1 - No Certifications; High School Diploma/GED
Level 2 - A+ Certification (Comptia)
Level 3 - Associate's Degree in Technology Area OR 2 Certifications*
Level 4 - Associate's Degree AND 2 or More Certifications
Level 5 - Bachelor's Degree
Level 6 - Bachelor's Degree with 4 or More Certifications
Level 7 - Bachelor's Degree AND Specialized Training*** OR Project Leader Responsibilities

*Certifications: A+, Network +, Server +, Microsoft MCP, MCSE, MOS, Specialized Certifications may apply

*Note: All Certifications must be renewed within 4 years

Note: *8 hours of uncertificated training required yearly to maintain level status (i.e. Vendor Training, MoreNet, etc.)

*Level changes with certifications/formal education only - Must be received by May 15 to move for following year

***Specialized training for systems specific to ISD (i.e. VOIP Phone System)

Technical Support Staff may enter the scale on Step 1-6 based on previous technological experience.