

**INDEPENDENCE SCHOOL DISTRICT
PARAEDUCATOR
SALARY SCHEDULE
2025-2026**

Step	Para Praxis	A.A. or +60 hrs. *	B.S. or +120 hrs *	MS* or Current Teach. Cert.
1	16.10	17.10	18.10	19.00
2	16.40	17.40	18.40	19.50
3	16.70	17.70	18.70	20.00
4	17.00	18.00	19.00	20.50
5	17.30	18.30	19.30	21.00
6	17.60	18.60	19.60	21.50
7	17.90	18.90	19.90	22.00
8	18.20	19.20	20.20	22.50
9	18.50	19.50	20.50	23.00
10	18.80	19.80	20.80	23.50
11	19.10	20.10	21.10	24.00
12	19.40	20.40	21.40	24.50
13	19.70	20.70	21.70	25.00
14	20.00	21.00	22.00	25.50
15	20.30	21.30	22.30	26.00
16	20.60	21.60	22.60	26.50
17	20.90	21.90	22.90	27.00
18	21.20	22.20	23.20	27.50
19	21.50	22.50	23.50	28.00
20	21.80	22.80	23.80	28.50

Paraeducators may enter the scale on Step 1-15 based on prior experience as a paraeducator or classroom teacher in a public or private school setting.

Specific hourly rates will be added to the salary of Paraeducators who currently work in noted classroom settings:

- \$4.00 Behavior, Academic and Social Skills (BASS) Paraeducator
- \$4.00 Communication, Behavior and Social Skills (CBSS) Paraeducator
- \$3.00 Early Childhood Special Education (ECSE) Paraeducator
- \$4.00 Life Skills Paraeducator
- \$2.50 Paraeducator with Braille Responsibilities
- \$3.00 R.I.S.E. Paraeducator
- \$3.00 Recovery Room Interventionist
- \$3.00 MS / HS Functional Skills
- \$3.50 Independence Academy paraprofessionals

Substitute Para Daily Rate: \$125.00 + 60 College Hours/Substitute Teacher Certificate required

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

* Missouri Substitute Teacher Certificate required.