

**INDEPENDENCE PUBLIC SCHOOLS  
SALARY SCHEDULE - CLASSROOM TEACHERS  
2025-2026**

STEP	B S	BS+16 (a)	MS(F) (b)	MS(F)+16 (c)	MS(F)+30 (c)	Doctorate
	\$47,495 *					
1	\$47,145	\$48,601	\$51,874	\$52,920	\$54,026	\$56,737
2	\$47,145	\$48,601	\$51,874	\$52,920	\$54,026	\$56,737
3	\$47,145	\$48,601	\$51,874	\$52,920	\$54,026	\$56,737
4	\$48,180	\$49,446	\$52,499	\$53,605	\$54,911	\$58,322
5	\$49,025	\$50,071	\$53,184	\$54,490	\$56,496	\$59,907
6	\$49,650	\$50,756	\$54,068	\$56,075	\$58,081	\$61,492
7	\$50,335	\$51,641	\$55,653	\$57,660	\$59,666	\$63,077
8	\$51,220	\$53,226	\$57,238	\$59,245	\$61,251	\$64,661
9	\$52,805	\$54,811	\$58,823	\$60,830	\$62,836	\$66,246
10	\$54,389	\$56,396	\$60,408	\$62,414	\$64,421	\$67,831
11	\$55,974	\$57,981	\$61,993	\$63,999	\$66,006	\$69,416
12	\$57,559	\$59,566	\$63,578	\$65,584	\$67,591	\$71,001
13	\$59,144	\$61,151	\$65,163	\$67,169	\$69,176	\$72,586
14	\$60,729	\$62,735	\$66,748	\$68,754	\$70,760	\$74,171
15	\$62,314	\$64,320	\$68,333	\$70,339	\$72,345	\$75,756
16	\$63,899	\$65,905	\$69,918	\$71,924	\$73,930	\$77,341
17		\$67,490	\$71,503	\$73,509	\$75,515	\$78,926
18			\$73,088	\$75,094	\$77,100	\$80,511
19			\$74,673	\$76,679	\$78,685	\$82,096
20			\$76,258	\$78,264	\$80,270	\$83,681
21			\$77,843	\$79,849	\$81,855	\$85,266
22			\$79,427	\$81,434	\$83,440	\$86,851
23			\$81,012	\$83,019	\$85,025	\$88,436
24				\$84,604	\$86,610	\$90,020
25				\$86,189	\$88,195	\$91,605
26				\$87,773	\$89,780	\$93,190
27					\$91,365	\$94,775

(a) The indexed base is \$40,125. Step 1 includes a salary overlay of: BS \$7,020, BS+16 \$6,470, MA \$5,730, MA+16 \$4,770, MA+30 \$3,870, DOC \$3,170  
Step 2 includes a salary overlay of: BS \$5,435, BS+16 \$4,885, MA \$4,145, MA+16 \$3,185, MA+30 \$2,285, DOC \$1,585  
Step 3 BS includes a salary overlay of \$3,850  
Step 4 BS and Step 3 BS+16 include a salary overlay of \$3,300.  
Step 5 BS, Step 4 BS+16, and Step 3 MA include a salary overlay of \$2,560  
Step 6 BS, Step 5 BS+16, Step 4 MA, and Step 3 MA + 16 include a salary overlay of \$1,600  
Step 7 BS, Step 6 BS+16, Step 5 MA, Step 4 MA + 16, and Step 3 MA +30 include a salary overlay of \$700

(b) Graduate hours applicable to a Graduate Degree - granted after qualifying for Missouri Certificate.

(c) MS(F) requires a Master's Degree in Education, a Master's Degree in the teacher's content area or a Master's Degree, above, other than those defined plus a minimum of 18 graduate hours related to the teacher's assignment.

(d) One-half hours must be graduate for all hours earned after Master's in Field.

(e) National Board Certification will receive a \$3,000 annual stipend.

(f) Master plus hours apply to those hours earned beyond the Master's Degree being conferred.

(g) CTE certification placement in master's column based on number of years in applicable industry.

(h) Speech Language Pathologists will receive a \$3,000 stipend.

(i) Counselors will receive a \$1,500 stipend.

(\*) Reflects \$350 Stipend for additional training required of entry level teachers.