

**INDEPENDENCE SCHOOL DISTRICT  
PARAEDUCATOR  
SALARY SCHEDULE  
2019-2020**

<b>Step</b>	<b>Para Praxis</b>	<b>Para Praxis +30 hrs</b>	<b>A.A. or +60 hrs. *</b>	<b>+90 hrs *</b>	<b>B.S. or +120 hrs *</b>	<b>MS* or Current Teach. Cert.</b>
1	12.10	12.35	12.72	13.08	14.56	15.68
2	12.40	12.63	13.00	13.37	14.86	15.96
3	12.70	12.94	13.31	13.68	15.15	16.27
4	12.98	13.24	13.60	13.98	15.45	16.58
5	13.29	13.53	13.91	14.26	15.74	16.88
6	13.58	13.84	14.19	14.56	16.05	17.18
7	13.89	14.12	14.47	14.85	16.33	17.46
8	14.17	14.41	14.79	15.14	16.64	17.76
9	14.45	14.72	15.08	15.45	16.94	18.05
10	14.77	15.01	15.38	15.73	17.23	18.36
11	15.06	15.32	15.67	16.04	17.52	18.65
12	15.36	15.61	15.96	16.33	17.81	18.95
13	15.65	15.90	16.26	16.63	18.11	19.23
14	15.95	16.20	16.58	16.93	18.41	19.54
15	16.24	16.50	16.87	17.23	18.70	19.83
16	16.54	16.79	17.17	17.52	19.00	20.12

Paraeducators may enter the scale on Step 1-12 based on prior experience as a paraeducator or classroom teacher in a public or private school setting.

\$1.00 will be added to the hourly salary of Paraeducators who currently work in noted classroom settings:

- Behavior, Academic and Social Skills (BASS) Paraeducator
- Communication, Behavior and Social Skills (CBSS) Paraeducator
- Life Skills Paraeducator
- Paraeducator with Braille Responsibilities
- Recovery Room Interventionist
- Emotionally Disturbed (ED) Paraeducator

\$1.50 will be added to the hourly salary of Paraeducators/Recovery Room Interventionists who currently work in noted locations:

- Independence Academy, Independence Academy Day Treatment, and Independence Academy Reach Program
- Substitute Para Rate: \$85.00/day + 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.