

**INDEPENDENCE PUBLIC SCHOOLS  
SALARY SCHEDULE - CLASSROOM TEACHERS  
2018-2019**

STEP	B S	BS+16 (a)	MS(F) (b)	MS(F)+16 (c)	MS(F)+32 (c)	Doctorate
	\$38,600 *					
1	\$37,800	\$38,508	\$40,923	\$41,480	\$42,688	\$45,590
2	\$38,149	\$38,856	\$41,121	\$42,329	\$44,036	\$46,939
3	\$38,498	\$39,055	\$41,970	\$43,678	\$45,385	\$48,288
4	\$38,697	\$39,904	\$43,319	\$45,027	\$46,734	\$49,637
5	\$39,546	\$41,253	\$44,668	\$46,376	\$48,083	\$50,986
6	\$40,895	\$42,602	\$46,017	\$47,725	\$49,432	\$52,335
7	\$42,244	\$43,951	\$47,366	\$49,074	\$50,781	\$53,684
8	\$43,592	\$45,300	\$48,715	\$50,422	\$52,130	\$55,033
9	\$44,941	\$46,649	\$50,064	\$51,771	\$53,479	\$56,382
10	\$46,290	\$47,998	\$51,413	\$53,120	\$54,828	\$57,731
11	\$47,639	\$49,347	\$52,762	\$54,469	\$56,177	\$59,080
12	\$48,988	\$50,696	\$54,111	\$55,818	\$57,526	\$60,428
13	\$50,337	\$52,045	\$55,460	\$57,167	\$58,875	\$61,777
14	\$51,686	\$53,394	\$56,809	\$58,516	\$60,224	\$63,126
15	\$53,035	\$54,742	\$58,157	\$59,865	\$61,572	\$64,475
16		\$56,091	\$59,506	\$61,214	\$62,921	\$65,824
17			\$60,855	\$62,563	\$64,270	\$67,173
18			\$62,204	\$63,912	\$65,619	\$68,522
19			\$63,553	\$65,261	\$66,968	\$69,871
20				\$66,610	\$68,317	\$71,220
21				\$67,959	\$69,666	\$72,569
22					\$71,015	\$73,918

- (a) The indexed base is \$34,150. Step 1 BS includes a salary overlay of \$3,650. Step 2 BS and Step 1 BS+16 include a salary overlay of \$2,650. Step 3 BS, Step 2 BS+16 and Step 1 Masters include a salary overlay of \$1,650. Step 4 BS, Step 3 BS+16, Step2 MA and Step 1 MA+16 include a salary overlay of \$500.
- (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.
- (\*) Reflects \$800 Stipend for additional training required of entry level teachers.