

**INDEPENDENCE PUBLIC SCHOOLS
SALARY SCHEDULE - CLASSROOM TEACHERS
2019-2020**

STEP	B S	BS+16 (a)	MS(F) (b)	MS(F)+16 (c)	MS(F)+32 (c)	Doctorate
	\$40,100 *					
1	\$39,600	\$40,394	\$42,981	\$43,825	\$44,844	\$47,893
2	\$40,017	\$40,811	\$43,448	\$44,467	\$46,261	\$49,310
3	\$40,434	\$41,278	\$44,090	\$45,884	\$47,678	\$50,727
4	\$40,901	\$41,920	\$45,507	\$47,301	\$49,095	\$52,144
5	\$41,543	\$43,337	\$46,925	\$48,718	\$50,512	\$53,561
6	\$42,960	\$44,754	\$48,342	\$50,135	\$51,929	\$54,978
7	\$44,377	\$46,171	\$49,759	\$51,552	\$53,346	\$56,396
8	\$45,794	\$47,588	\$51,176	\$52,969	\$54,763	\$57,813
9	\$47,212	\$49,005	\$52,593	\$54,387	\$56,180	\$59,230
10	\$48,629	\$50,422	\$54,010	\$55,804	\$57,597	\$60,647
11	\$50,046	\$51,839	\$55,427	\$57,221	\$59,014	\$62,064
12	\$51,463	\$53,256	\$56,844	\$58,638	\$60,431	\$63,481
13	\$52,880	\$54,674	\$58,261	\$60,055	\$61,849	\$64,898
14	\$54,297	\$56,091	\$59,678	\$61,472	\$63,266	\$66,315
15		\$57,508	\$61,095	\$62,889	\$64,683	\$67,732
16			\$62,512	\$64,306	\$66,100	\$69,149
17			\$63,929	\$65,723	\$67,517	\$70,566
18			\$65,346	\$67,140	\$68,934	\$71,983
19				\$68,557	\$70,351	\$73,400
20				\$69,974	\$71,768	\$74,817
21					\$73,185	\$76,234

(a) The indexed base is \$35,875. Step 1 BS includes a salary overlay of \$3,725. Step 2 BS and Step 1 BS+16 include a salary overlay of \$2,725. Step 3 BS, Step 2 BS+16 and Step 1 Masters include a salary overlay of \$1,725. Step 4 BS, Step 3 BS+16, Step2 MA and Step 1 MA+16 include a salary overlay of \$775.

(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 \$500 Stipend for additional training required of entry level teachers.