

**INDEPENDENCE PUBLIC SCHOOLS
SALARY SCHEDULE - CLASSROOM TEACHERS
2023-2024**

STEP	B S	BS+16 (a)	MS(F) (b)	MS(F)+16 (c)	MS(F)+30 ©/Ed Specialist	Doctorate
	\$41,650					
1	\$41,300	\$42,454	\$45,211	\$46,090	\$47,469	\$50,163
2	\$42,059	\$42,938	\$45,695	\$47,074	\$48,453	\$51,647
3	\$42,543	\$43,422	\$46,680	\$48,058	\$49,937	\$53,131
4	\$43,028	\$44,406	\$47,664	\$49,543	\$51,421	\$54,615
5	\$44,012	\$45,391	\$49,148	\$51,027	\$52,906	\$56,099
6	\$44,996	\$46,875	\$50,632	\$52,511	\$54,390	\$57,584
7	\$46,480	\$48,359	\$52,117	\$53,995	\$55,874	\$59,068
8	\$47,964	\$49,843	\$53,601	\$55,479	\$57,358	\$60,552
9	\$49,449	\$51,327	\$55,085	\$56,964	\$58,842	\$62,036
10	\$50,933	\$52,812	\$56,569	\$58,448	\$60,327	\$63,521
11	\$52,417	\$54,296	\$58,053	\$59,932	\$61,811	\$65,005
12	\$53,901	\$55,780	\$59,538	\$61,416	\$63,295	\$66,489
13	\$55,386	\$57,264	\$61,022	\$62,901	\$64,779	\$67,973
14	\$56,870	\$58,749	\$62,506	\$64,385	\$66,264	\$69,457
15	\$58,354	\$60,233	\$63,990	\$65,869	\$67,748	\$70,942
16	\$59,838	\$61,717	\$65,474	\$67,353	\$69,232	\$72,426
17	\$0	\$63,201	\$66,959	\$68,837	\$70,716	\$73,910
18	\$0	\$0	\$68,443	\$70,322	\$72,200	\$75,394
19	\$0	\$0	\$69,927	\$71,806	\$73,685	\$76,878
20	\$0	\$0	\$71,411	\$73,290	\$75,169	\$78,363
21	\$0	\$0	\$0	\$74,774	\$76,653	\$79,847
22	\$0	\$0	\$0	\$76,258	\$78,137	\$81,331
23	\$0	\$0	\$0	\$77,743	\$79,621	\$82,815
24	\$0	\$0	\$0	\$0	\$81,106	\$84,300

- (a) The indexed base is \$37,575. Step 1 BS includes a salary overlay of \$3,725.
Step 2 BS and Step 1 BS+16 include a salary overlay of \$3,000.
Step 3 BS, Step 2 BS+16 and Step 1 Masters include a salary overlay of \$2,000.
Step 4 BS, Step 3 BS+16, Step 2 MA and Step 1 MA+16 include a salary overlay of \$1,000.
Step 5 BS, Step 4 BS+16, Step 3 MA, Step 2 MA+16 and Step 1 MA+32 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.
- (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.