INDEPENDENCE PUBLIC SCHOOLS

SALARY SCHEDULE - CLASSROOM TEACHERS

2026-2027

STEP	B S	BS+16 (a)	MS(F) (b)	MS(F)+16 (c)	MS(F)+30 (c)	Doctorate
	$48,120 *					
1	$47,770	$49,258	$52,593	$53,670	$54,808	$57,571
2	$47,795	$49,282	$52,617	$53,695	$54,832	$57,596
3	$47,819	$49,307	$52,642	$53,719	$54,857	$57,621
4	$48,879	$50,176	$53,291	$54,429	$55,766	$59,230
5	$49,749	$50,826	$54,001	$55,339	$57,376	$60,840
6	$50,398	$51,536	$54,911	$56,948	$58,986	$62,449
7	$51,108	$52,445	$56,520	$58,558	$60,595	$64,059
8	$52,017	$54,055	$58,130	$60,167	$62,205	$65,669
9	$53,627	$55,665	$59,740	$61,777	$63,815	$67,278
10	$55,237	$57,274	$61,349	$63,387	$65,424	$68,888
11	$56,846	$58,884	$62,959	$64,996	$67,034	$70,498
12	$58,456	$60,493	$64,568	$66,606	$68,643	$72,107
13	$60,066	$62,103	$66,178	$68,216	$70,253	$73,717
14	$61,675	$63,713	$67,788	$69,825	$71,863	$75,326
15	$63,285	$65,322	$69,397	$71,435	$73,472	$76,936
16	$64,894	$66,932	$71,007	$73,044	$75,082	$78,546
17		$68,542	$72,617	$74,654	$76,692	$80,155
18			$74,226	$76,264	$78,301	$81,765
19			$75,836	$77,873	$79,911	$83,375
20			$77,445	$79,483	$81,520	$84,984
21			$79,055	$81,093	$83,130	$86,594
22			$80,665	$82,702	$84,740	$88,203
23			$82,274	$84,312	$86,349	$89,813
24				$85,921	$87,959	$91,423
25				$87,531	$89,569	$93,032
26				$89,141	$91,178	$94,642
27					$92,788	$96,252

(a) The indexed base is $40,750. 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.