**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.