

BOARD OF EDUCATION  
School District of Independence  
Tuesday, April 8, 2025

**THE MEETINGS WILL BE HELD AT CENTRAL OFFICE, 201 NORTH FOREST AVENUE.**

**6:00 P.M. – Regular Board of Education Meeting**

**CALL TO ORDER**

I. Approval of Agenda.

II. Request of District Citizens or Employees.

III. Consent Agenda (Action)

The matters listed under Item III. Consent Agenda, are considered to be routine by the Board of Education and will be enacted by one motion. There will be no separate discussions of the items. If discussion is desired, that item will be removed from the Consent Agenda and will be listed as the first item under the appropriate section of the Regular Agenda.

1. Minutes of Board Meeting – March 11, 2025

2. Approval of Bills (III. 2.)

Authorize the transfer of monies from the Incidental Fund to the Teachers Fund to meet the Teachers Fund obligations for the month and further approve the April 8, 2025 list of bills totaling \$10,915,745.81 as printed.

3. Approval to Let Bids for Nutrition Services Preventative Maintenance Contract.

4. Approval to Issue a Request for Proposal to Secure Pricing for Propane Fuel for SY 2025-2026 and 2026-2027.

5. Approval to Let Bids for Concrete Repair of the Grandstands at Crysler Stadium.

IV. Superintendent's Report/Miscellaneous.

V. New Business.

1. Approval of 2025 Summer School Program.

2. Approval of Salary Guides for the 2025-2026 School Year.

3. Approval of Career Ladder for 2025-2026 – Stages I, II, and III

4. Approval of Independence School District Comprehensive Literacy Plan.

5. Approval to Accept Bids and Contracts for Epoxy and Simerrazzo Flooring for District Buildings.

6. Approval to Accept Bids and Contracts for Carpet, LVT and Polished Concrete for District Buildings.

7. Approval of Adjustments to the 2024-2025 School District Calendar.

8. Discussion of the Board of Education Meeting Broadcast.

9. Discussion of the Process to Update Board of Education Policies.

10. Approval of the Compilation of Communications from March Board Meeting Planning and Snow Day Makeup.

VI. Motion to Adjourn to Closed Session (Mo State Statutes 610.021)

The Next Regular Board of Education Meeting is Scheduled for Tuesday, May 13, 2025.

EXECUTIVE SESSION  
Immediately Following Regular Meeting  
**Closed Session Meetings will be held at Central Office, 201 North Forest Avenue,  
Independence, Missouri**

- I. Approval of Minutes of Executive Sessions held: (Action)  
1. March 11, 2025.

II. Closed Session for:

**Personnel – § 610.021(3), RSMo.** Actions related to the hiring, firing, disciplining or promotion of a District employee when the performance or individual merit of this employee is considered and **§ 610.021(13), RSMo.** Individually identifiable personnel records.

**Legal Matters – § 610.021(1), RSMo.** Litigation including privileged communications between the Board, its representatives, and its attorneys.

- III. Adjournment.

The Board authorizes the transfer of monies from the Incidental Fund to the Teachers Fund to meet the Teachers Fund obligation for the month and further approves the list of bills dated April 08, 2025 totaling 10,915,745.81 as printed. The complete detailed list of bills is available for review in the Business Office.

## MARCH 2025 LIST OF BILLS 8-Apr-25

### LIST OF BILLS

11 PHIL ROBERTS SCHOLARSHIP	0.00
12 GENERAL OPERATING	9,430,869.23
15 NUTRITION SERVICES	545,286.46
16 ACTIVITY FUNDS	102,252.95
17 SELF-INSURANCE FUNDS	-353,725.11
21 TEACHERS RESTRICTED	0.00
22 TEACHERS OPERATING	166,856.34
31 DEBT SERVICE	200.00
41 CAPITAL BOND FUNDS	0.00
42 CAPITAL OPERATING	1,024,005.94
45 NUTRITION CAPITAL FUND	0.00
46 ACTIVITY CAPITAL FUND	0.00
77 FIDUCIARY BENEFITS	0.00
79 PUBLIC BUILDING CORP	0.00

**TOTAL DISBURSEMENTS TO BE APPROVED**

**10,915,745.81**

**Agenda Item #:** III. 3.

**Subject / Title:** Approval to Let Bids for Nutrition Services Preventive Maintenance Contract

X **Action Required**         **Information Only**    (check one)

**Background and rationale for this program/item:**

The Administration recommends the letting of bids for the Nutrition Services Preventative Maintenance Contract.

**Desired results:**

Approval to let bids for the Nutrition Services Preventative Maintenance contract for a three-year initial timeframe with renewable options for a fourth and fifth year:

Year 1-3 (initial term): July 1, 2025-June 30, 2028

Year 4 (optional): July 1, 2028-June 30, 2029

Year 5 (optional): July 1, 2029-June 30, 2030

**Personnel:**

Brad Kramer, Director of Nutrition Services and Dr. Lance Stout, Deputy Superintendent

**Resources:**

N/A

**Reviewed and Recommended:**

  
\_\_\_\_\_  
Superintendent

3/14/25  
\_\_\_\_\_  
Date

**Motion for Board Action:**

The Board of Education approves the letting of bids for the Nutrition Services Preventative Maintenance contract for a three-year initial timeframe with renewable options for a fourth and fifth year.

**Motion:** \_\_\_\_\_ **Second:** \_\_\_\_\_

**Board Action:**         **Approved**         **Not Approved**         **Postponed**    (check one)

**Agenda Item #:** III. 4.

**Subject / Title:** Approval to Issue a Request for Proposal to Secure Pricing for Propane Fuel for SY 2025-2026 and 2026-2027

☒ **Action Required**      ☐ **Information Only**      (check one)

**Description of Issue:**

**Background and rationale for this program / item**

The District operates and maintains a fleet of 130 School Buses. We currently have 39 propane fueled buses and will be adding 10 new buses prior to the end of the school year. Our current agreement for propane fuel pricing expires at the end of July 2025. It is the goal of the District to enter an agreement with a Propane fuel provider to lock in fuel pricing for the next two years.

**Desired results**

An agreement with a Propane fuel provider for guaranteed pricing of Propane Fuel for the 2025-2026 and 2026-2027 school years.

**Personnel**

N/A

**Resources**

N/A

**Reviewed and Recommended:**

  
Superintendent

3/26/25  
Date

**Motion for Board Action:**

The Board of Education approves issuing a Request for Proposal to secure pricing for Propane Fuel for the SY 2025-2026 and 2026-2027.

**Motion:** \_\_\_\_\_

**Second:** \_\_\_\_\_

**Board Action:**      ☐ Approved      ☐ Not Approved      ☐ Postponed      (check one)

**Agenda Item #:** III. 5.

**Subject / Title:** Approval to Let Bids for Concrete Repair of the Grandstands at Crysler Stadium

**X** **Action Required**             **Information Only**      (check one)

**Description of Issue:**

**Background and rationale for this program / item**

As part of the District's ongoing comprehensive maintenance program, the Administration recommends letting bids for concrete repair of the Grandstands at Crysler Stadium.

**Desired results**

Approval to let bids for concrete repair of the Grandstands at Crysler Stadium.

**Personnel**

Greg McGhee, Director of Facilities/Purchasing

**Resources**

District Capital Improvement Dollars

**Reviewed and Recommended:**

  
\_\_\_\_\_  
Superintendent

3/25/25  
Date

**Motion for Board Action:**

The Board of Education approves the letting of bids for concrete repair of the Grandstands at Crysler Stadium.

**Motion:** \_\_\_\_\_

**Second:** \_\_\_\_\_

**Board Action:**             **Approved**             **Not Approved**             **Postponed**      (check one)

Agenda Item #: v. 1.

Subject / Title: Approval of 2025 Summer School Program

X Action Required             Information Only      (check one)

**Description of Issue:**

**Background and rationale for this program / item**

The Administration recommends that the School District conduct a 2025 Summer School program. The Summer Success program for Grades K-12 would be held May 28–June 27 (four days per week, Tuesday - Friday). Summer School will be in attendance on Monday June 16<sup>th</sup> and off on Thursday June 19<sup>th</sup>. The School District will hire teachers and administrators to staff the program.

The sites are as follows:

Elementary sites open from 8:30-2:50 – Cassell Park, Santa Fe

Elementary sites open from 9:30 to 3:50 – Blackburn, Glendale, Luff, Mallinson, Ott, Spring Branch, Sycamore.

Bridger for 6<sup>th</sup> grade open from 8:35-2:55

Pioneer Ridge for grades 7<sup>th</sup> & 8<sup>th</sup> open from 8:25-2:45 and Independence Academy from 8:35-2:55

Truman High School for grades 9<sup>th</sup> through 12<sup>th</sup> open from 7:15-1:55

**Desired results**

Approval of the 2025 Summer School session and sites for the various courses/classes that will be offered.

**Personnel**

N/A

**Resources**

N/A

**Reviewed and Recommended:**

  
\_\_\_\_\_  
Superintendent

3/14/25  
\_\_\_\_\_  
Date

**Motion for Board Action:**

The Board of Education approves the 2025 Summer School Program and locations as presented.

**Motion:** \_\_\_\_\_

**Second:** \_\_\_\_\_

**Board Action:**             Approved             Not Approved             Postponed (check one)

**Agenda Item #:** v. 2.

**Subject / Title:** Approval of Salary Guides for the 2025-2026 School Year

X **Action Required**             **Information Only**      (check one)

**Description of Issue:**

**Background and rationale for this program / item**

The District and the three Negotiation Teams (INEA, IESP, and ITEA) have met and reviewed the salary guide proposals as part of the negotiation process. Based on the discussions, the Administration is recommending approval of the Salary Guides for the 2025-2026 school year.

**Desired results**

Approval of the Salary Guides for the 2025-2026 school year.

**Personnel**

N/A

**Resources**

N/A

**Reviewed and Recommended:**

  
\_\_\_\_\_  
Superintendent

4/2/25  
\_\_\_\_\_  
Date

**Motion For Board Action:**

The Board of Education approves the 2025-2026 Salary Guides as presented.

**Motion:** \_\_\_\_\_

**Second:** \_\_\_\_\_

**Board Action:**             **Approved**             **Not Approved**             **Postponed**      (check one)



**INDEPENDENCE PUBLIC SCHOOLS  
SALARY SCHEDULE - CLASSROOM TEACHERS  
2025-2026**

STEP	B S	BS+16 (a)	MS(F) (b)	MS(F)+16 (c)	MS(F)+30 (c)	Doctorate
	\$47,495 *					
1	\$47,145	\$48,601	\$51,874	\$52,920	\$54,026	\$56,737
2	\$47,145	\$48,601	\$51,874	\$52,920	\$54,026	\$56,737
3	\$47,145	\$48,601	\$51,874	\$52,920	\$54,026	\$56,737
4	\$48,180	\$49,446	\$52,499	\$53,605	\$54,911	\$58,322
5	\$49,025	\$50,071	\$53,184	\$54,490	\$56,496	\$59,907
6	\$49,650	\$50,756	\$54,068	\$56,075	\$58,081	\$61,492
7	\$50,335	\$51,641	\$55,653	\$57,660	\$59,666	\$63,077
8	\$51,220	\$53,226	\$57,238	\$59,245	\$61,251	\$64,661
9	\$52,805	\$54,811	\$58,823	\$60,830	\$62,836	\$66,246
10	\$54,389	\$56,396	\$60,408	\$62,414	\$64,421	\$67,831
11	\$55,974	\$57,981	\$61,993	\$63,999	\$66,006	\$69,416
12	\$57,559	\$59,566	\$63,578	\$65,584	\$67,591	\$71,001
13	\$59,144	\$61,151	\$65,163	\$67,169	\$69,176	\$72,586
14	\$60,729	\$62,735	\$66,748	\$68,754	\$70,760	\$74,171
15	\$62,314	\$64,320	\$68,333	\$70,339	\$72,345	\$75,756
16	\$63,899	\$65,905	\$69,918	\$71,924	\$73,930	\$77,341
17		\$67,490	\$71,503	\$73,509	\$75,515	\$78,926
18			\$73,088	\$75,094	\$77,100	\$80,511
19			\$74,673	\$76,679	\$78,685	\$82,096
20			\$76,258	\$78,264	\$80,270	\$83,681
21			\$77,843	\$79,849	\$81,855	\$85,266
22			\$79,427	\$81,434	\$83,440	\$86,851
23			\$81,012	\$83,019	\$85,025	\$88,436
24				\$84,604	\$86,610	\$90,020
25				\$86,189	\$88,195	\$91,605
26				\$87,773	\$89,780	\$93,190
27					\$91,365	\$94,775

(a) The indexed base is \$40,125. 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.

# The Salary Schedule...Explained

## UNDERSTANDING THE SCHEDULE

The Independence School District uses an **indexed salary schedule** to determine certificated salaries. The index is the number you will find in the salary schedule (to your right) directly under the salary for each step and column. The salary for each step and column is determined by multiplying the index number by the base salary – or the salary found at Bachelors Step 1. For example, if you are have a Masters in field and are at step 5, you would take 1.308 and multiply it by \$40,125. This would give you the salary you see in the schedule of \$52,484.

The genius of our salary schedule is that it treats everyone equitably. If the base is raised 2%, all employees on the schedule regardless of step, receive the same percentage raise. Also by allowing employees to get to the top of the schedule in 27 years, our District helps increase your **lifetime earnings potential**. Many districts drag out the number of years to get to the top of the schedule, keeping employees from reaching the highest earning potential and thereby cutting their lifetime earnings.

## SCHEDULE MOVEMENT

Step movement typically occurs for every year of experience. Movement for professional improvement occurs when you have submitted transcripts to Human Resources documenting credit hours and/or degrees earned that are related to your field. In order to have your pay adjusted for all 12 paychecks you must submit your transcripts by August 10th. To receive the full movement increase, transcripts must be submitted no later than October 10th.

## WHAT ARE THE TAN BOXES?

Our schedule is highly competitive with other metro districts in terms of lifetime earnings potential. However there was a clear problem with our beginning teacher's schedule. In order to make the schedule competitive one of two things would need to have occurred. One – adding \$7,020 to the base, an action that would have cost over \$14,000,000. Or by adding a **salary overlay** to the steps in question, at a cost of \$661,000 we could make the entire salary schedule competitive. Option 2 was the only option that made sense both from a financial standpoint and a recruiting standpoint.

## AND THE YELLOW BOX ON STEP ONE?

This is the base salary plus a \$350 **stipend** that new teachers get regardless of placement on the schedule. The stipend is compensation for the week of extra time new teachers give in for **professional development** at the beginning and throughout the school year.

## NATIONAL BOARD STIPEND

As an added incentive to the schedule, any teacher that receives National Board Certification receives a \$3,000 stipend for each year he/she continues to be certified under the program.

## SPEECH LANGUAGE PATHOLOGIST STIPEND

As an added incentive to the schedule, any teacher that receives Speech Language Pathologist Certification and hired in that position receives a \$3,000 stipend for each year he/she continues to be certified and hired under the program.

## SCHOOL COUNSELOR STIPEND

As an added incentive to the schedule, any teacher that receives School Counselor Certification and hired in that position receives a \$1,500 stipend for each year he/she continues to be certified and hired under the program.

## 2025-2026 Certificated Salary Schedule

Step	Bachelors	B+16	Masters	M+16	M+30	Doctorate
1	40,125	42,131	46,144	48,150	50,156	53,567
	1	1.05	1.15	1.2	1.25	1.335
	+7,020	+6,470	+5,730	+4,770	+3,870	+3,170
2	47,495					
	41,710	43,716	47,729	49,735	51,741	55,152
	1.0395	1.0895	1.1895	1.2395	1.2895	1.3745
3	+5,435	+4,885	+4,145	+3,185	+2,285	+1,585
	43,295	45,301	49,314	51,320	53,326	56,737
	1.0790	1.1290	1.2290	1.2790	1.3290	1.4140
4	+3,850	+3,300	+2,560	+1,600	+700	
	44,880	46,886	50,899	52,905	54,911	58,322
	1.1185	1.1685	1.2685	1.3185	1.3685	1.4535
5	+3,300	+2,560	+1,600	+700		
	46,465	48,471	52,484	54,490	56,496	59,907
	1.1580	1.2080	1.3080	1.3580	1.4080	1.4930
6	+2,560	+1,600	+700			
	48,050	50,056	54,068	56,075	58,081	61,492
	1.1975	1.2475	1.3475	1.3975	1.4475	1.5325
7	+1,600	+700				
	49,635	51,641	55,653	57,660	59,666	63,077
	1.2370	1.2870	1.3870	1.4370	1.4870	1.5720
8	+700					
	51,220	53,226	57,238	59,245	61,251	64,661
	1.2765	1.3265	1.4265	1.4765	1.5265	1.6115
9						
	52,805	54,811	58,823	60,830	62,836	66,246
	1.3160	1.3660	1.4660	1.5160	1.5660	1.6510
10						
	54,389	56,396	60,408	62,414	64,421	67,831
	1.3555	1.4055	1.5055	1.5555	1.6055	1.6905
11						
	55,974	57,981	61,993	63,999	66,006	69,416
	1.3950	1.4450	1.5450	1.5950	1.6450	1.7300
12						
	57,559	59,566	63,578	65,584	67,591	71,001
	1.4345	1.4845	1.5845	1.6345	1.6845	1.7695
13						
	59,144	61,151	65,163	67,169	69,176	72,586
	1.4740	1.5240	1.6240	1.6740	1.7240	1.8090
14						
	60,729	62,735	66,748	68,754	70,760	74,171
	1.5135	1.5635	1.6635	1.7135	1.7635	1.8485
15						
	62,314	64,320	68,333	70,339	72,345	75,756
	1.5530	1.6030	1.7030	1.7530	1.8030	1.8880
16						
	63,899	65,905	69,918	71,924	73,930	77,341
	1.5925	1.6425	1.7425	1.7925	1.8425	1.9275
17						
		67,490	71,503	73,509	75,515	78,926
		1.6820	1.7820	1.8320	1.8820	1.9670
18						
			73,088	75,094	77,100	80,511
			1.8215	1.8715	1.9215	2.0065
19						
			74,673	76,679	78,685	82,096
			1.8610	1.9110	1.9610	2.0460
20						
			76,258	78,264	80,270	83,681
			1.9005	1.9505	2.0005	2.0855
21						
			77,843	79,849	81,855	85,266
			1.9400	1.9900	2.0400	2.1250
22						
			79,427	81,434	83,440	86,851
			1.9795	2.0295	2.0795	2.1645
23						
			81,012	83,019	85,025	88,436
			2.0190	2.0690	2.1190	2.2040
24						
				84,604	86,610	90,020
				2.1085	2.1585	2.2435
25						
				86,189	88,195	91,605
				2.1480	2.1980	2.2830
26						
				87,773	89,780	93,190
				2.1875	2.2375	2.3225
27						
					91365	94775
					2.2770	2.3620

**INDEPENDENCE SCHOOL DISTRICT  
ROBERT H. HENLEY AQUATIC CENTER  
SALARY SCHEDULE  
2025-2026**

POSITION	HOURLY WAGE
Lifeguard	14.00
Water Safety Instructor	15.00
Aqua Fitness Instructor	15.00
Meet Manager	15.00
Supervisor	17.00

**INDEPENDENCE SCHOOL DISTRICT  
CERTIFICATED EXTRA DUTY STIPENDS  
SALARY SCHEDULE  
2025-2026**

<b>Position</b>	<b>Stipend</b>
Marketing Teacher	4 extra days
Process Coordinator Teacher	5 extra days
District Mentor, Instructional Coach, Literacy Specialist/Technology Integrationist, Technology Integrationist Specialist, Middle School Counselor, Middle School Library Media Teacher, Middle School Activities Director	10 extra days
Secondary School Counselor	15 extra days
Administrator Intern, JROTC Instructor	extra days to equal 10-month or 11-month position
At Risk Coordinator, School Psychologist	extra days to equal 10-month position
District Spanish Translator (grandfathered)	extra days to equal 10-month position, plus 20 extra days
Summer School Coordinators	\$9,000.00
Instructional Coach, Technology Integrationist Specialist, Process Coordinator, District Spanish Translator, School Psychologist, Night School Supervisor, District Dual Credit Coordinator	\$5,000.00
Student Teacher	\$4,000.00
High School Activity Season Supervisor, LIM Facilitator	\$3,000.00
AVID Facilitator	\$2,500.00
Travel During Plan	\$2,000.00
Coordinating Counselor Groups, Library/Destiny Coordinator	\$2,000.00
Academy Team Leader	\$1,500.00
Zero Hour Assignment	\$1,000.00
New Teacher Academy	\$350.00
Specialized Professional Development	\$200 per day
CEC Professional Development	\$175 per day
Dual Credit Extra Assignment	\$30.00 per qualifying student

**INDEPENDENCE SCHOOL DISTRICT  
CERTIFICATED SUPPORT STAFF  
SALARY SCHEDULE  
2025-2026**

Education	Rate
Full-time Substitute <i>Teaching Certificate required</i>	47,145.00
Priority Substitute <i>Minimum Substitute Teaching Certificate required</i>	27,500.00
School Psychologist Intern	32,500.00
ISS/Recovery Room Instructor <i>Middle School or High School</i>	30,000.00

**INDEPENDENCE SCHOOL DISTRICT  
COMMUNITY EDUCATION  
SALARY SCHEDULE  
2025-2026**

POSITION	HOURLY RATE
Instructor	28.00
Test Proctor	25.00
Adult Ed Substitute	20.00
College & Career Readiness	25.00

**INDEPENDENCE SCHOOL DISTRICT  
EARLY EDUCATION COORDINATOR  
SALARY SCHEDULE  
2025-2026**

<b>Step</b>	<b>BA/BS IN Related Field</b>	<b>BA/BS in ECE</b>	<b>BA/BS in ECE +16 HOURS</b>	<b>MA/MS in ECE</b>
1	54,981	56,620	58,306	60,045
2	56,620	58,306	60,045	61,837
3	58,306	60,045	61,837	63,679
4	60,045	61,837	63,679	65,580
5	61,837	63,679	65,580	67,536
6	63,679	65,580	67,536	69,551
7	65,580	67,536	69,551	71,627
8	67,536	69,551	71,627	73,710
9	69,551	71,627	73,710	75,920
10	71,624	73,762	75,905	78,182
11	73,773	75,975	78,182	80,529

New employees may enter the scale from Step 1-5 based on previous experience.

For schedule placements, college hours must be from a college or university with accreditation recognized by the Missouri Department of Elementary and secondary Education

**INDEPENDENCE SCHOOL DISTRICT  
EARLY EDUCATION PROGRAM SUPPORT SPECIALIST  
SALARY SCHEDULE  
2025-2026**

<b>Step</b>	<b>BA/BS in Related Field</b>	<b>BA/BS in Preferred Field</b>	<b>BA/BS in Preferred or Related Field +16 Hours</b>	<b>MA/MS in Preferred or Related Field</b>
1	20.00	20.60	21.20	21.80
2	20.60	21.20	21.80	22.40
3	21.20	21.80	22.40	23.00
4	21.80	22.40	23.00	23.60
5	22.40	23.00	23.60	24.20
6	23.00	23.60	24.20	24.80
7	23.60	24.20	24.80	25.40
8	24.20	24.80	25.40	26.00
9	24.80	25.40	26.00	26.60
10	25.40	26.00	26.60	27.20
11	26.00	26.60	27.20	27.80
12	26.60	27.20	27.80	28.40
13	27.20	27.80	28.40	29.00
14	27.80	28.40	29.00	29.60

New employees may enter the scale from Step 1-7 based on previous experience.

For schedule placements, college hours must be from a college or university with accreditation recognized by the Missouri Department of Elementary and secondary Education



**INDEPENDENCE SCHOOL DISTRICT  
EARLY EDUCATION TEACHING ASSISTANT  
SALARY SCHEDULE  
2025-2026**

<b>Step</b>	<b>**Diploma/GED</b>	<b>CDA</b>	<b>60 HRS or AA</b>	<b>(CDA + 60 HRS) or (CDA + AA) or (Degree in ECE or related field)</b>
1	14.35	15.38	15.89	16.50
2	14.60	15.68	16.19	16.80
3	14.86	15.99	16.50	17.11
4	15.11	16.29	16.80	17.43
5	15.38	16.60	17.11	17.73
6	15.63	16.91	17.48	18.09
7	15.89	17.21	17.83	18.45
8	16.14	17.53	18.19	18.80
9	16.40	17.89	18.55	19.16
10	16.65	18.24	18.91	19.53
11	16.91	18.60	19.26	19.88
12	17.16	18.96	19.63	20.24
13	17.43	19.31	19.99	20.60
14	17.68	19.68	20.34	20.95
15	17.94	20.04	20.70	21.31
16	18.19	20.39	21.06	21.68
17		20.75	21.41	22.04
18		21.11	21.78	22.39
19		21.46	22.14	22.75

New employees may enter the scale from Step 1-10 based on previous experience.

For schedule placements, college hours must be from a college or university with accreditation recognized by the Missouri Department of Elementary and secondary Education.

\*\*Diploma/GED column: Staff must be working toward their CDA and have a maximum of 2 years to complete certification and must complete an Early Education Credential Plan & Timeline form upon starting their new position.

Substitute Rate:	\$14.35	Diploma/GED
	\$15.89	60 + College Hours

\$1.50 will be added to the hourly salary of Early Education Teacher Assistants who currently work in noted classroom settings:

Early Head Start Teacher Assistant

**INDEPENDENCE PUBLIC SCHOOLS  
EARLY EDUCATION TEACHER FOUNDATION FORMULA CLASSROOM  
SALARY SCHEDULE  
2025-2026**

<b>STEP</b>	<b>BS</b>		<b>BS+16 (a)</b>	<b>MS(F) (b)</b>	<b>MS(F)+16 (c)</b>
	<b>\$41,487</b>	<b>*</b>			
<b>1</b>	<b>\$41,137</b>		<b>\$42,220</b>	<b>\$43,303</b>	<b>\$44,384</b>
<b>2</b>	<b>\$42,220</b>		<b>\$43,303</b>	<b>\$44,655</b>	<b>\$45,792</b>
<b>3</b>	<b>\$43,303</b>		<b>\$44,384</b>	<b>\$46,009</b>	<b>\$47,199</b>
<b>4</b>	<b>\$44,384</b>		<b>\$45,466</b>	<b>\$47,362</b>	<b>\$48,606</b>
<b>5</b>	<b>\$45,466</b>		<b>\$46,550</b>	<b>\$48,715</b>	<b>\$50,013</b>
<b>6</b>	<b>\$46,550</b>		<b>\$47,632</b>	<b>\$50,067</b>	<b>\$51,420</b>
<b>7</b>	<b>\$47,632</b>		<b>\$48,715</b>	<b>\$51,420</b>	<b>\$52,828</b>
<b>8</b>	<b>\$48,715</b>		<b>\$49,797</b>	<b>\$52,774</b>	<b>\$54,235</b>
<b>9</b>	<b>\$49,797</b>		<b>\$50,881</b>	<b>\$54,128</b>	<b>\$55,643</b>
<b>10</b>	<b>\$50,881</b>		<b>\$51,962</b>	<b>\$55,480</b>	<b>\$57,049</b>
<b>11</b>	<b>\$51,962</b>		<b>\$53,046</b>	<b>\$56,834</b>	<b>\$58,457</b>
<b>12</b>	<b>\$53,046</b>		<b>\$54,128</b>	<b>\$58,188</b>	<b>\$59,865</b>
<b>13</b>	<b>\$54,128</b>		<b>\$55,210</b>	<b>\$59,540</b>	<b>\$61,272</b>
<b>14</b>	<b>\$55,210</b>		<b>\$56,293</b>	<b>\$60,893</b>	<b>\$62,679</b>
<b>15</b>	<b>\$56,293</b>		<b>\$57,375</b>	<b>\$62,246</b>	<b>\$64,086</b>
<b>16</b>	<b>\$57,375</b>		<b>\$58,457</b>	<b>\$63,600</b>	<b>\$65,494</b>
<b>17</b>	<b>\$58,458</b>		<b>\$59,540</b>	<b>\$64,953</b>	<b>\$66,900</b>
<b>18</b>			<b>\$60,624</b>	<b>\$66,306</b>	<b>\$68,309</b>
<b>19</b>				<b>\$67,659</b>	<b>\$69,715</b>
<b>20</b>				<b>\$69,012</b>	<b>\$71,123</b>
<b>21</b>				<b>\$70,366</b>	<b>\$72,530</b>
<b>22</b>				<b>\$71,720</b>	<b>\$73,937</b>
<b>23</b>				<b>\$73,073</b>	<b>\$75,346</b>
<b>24</b>					<b>\$76,753</b>
<b>25</b>					<b>\$78,160</b>
<b>26</b>					<b>\$79,567</b>

**(\*)** Reflects \$350 Stipend for additional training required of entry level teachers.

**INDEPENDENCE SCHOOL DISTRICT  
EARLY EDUCATION TEACHER  
SALARY SCHEDULE  
2025-2026**

<b>Step</b>	<b>AA or AS in ECE or *Related Field</b>	<b>BA/BS *Related Field</b>	<b>MA/MS ECE or related field</b>
1	19.48	25.63	26.13
2	20.09	26.24	26.75
3	20.70	26.85	27.36
4	21.31	27.46	27.98
5	21.93	28.08	28.59
6	22.55	28.69	29.20
7	23.16	29.31	29.83
8	23.78	29.93	30.44
9	24.39	30.54	31.05
10	25.00	31.15	31.66
11	25.63	31.77	32.28
12	26.24	32.39	32.90
13	26.85	33.00	33.51
14	27.46	33.61	34.13
15	28.08	34.23	34.74
16	28.69	34.84	35.35

New employees may enter the scale from Step 1 to 10 based on  
previous experience in Early Childhood Education

Substitute Rate: Diploma/GED      \$14.35  
60 + College Hours      \$15.89

\$1.50 will be added to the hourly salary of Early Education Teachers  
who currently work in noted classroom settings:

Early Head Start Teacher

A degree is considered related field if there are 18 ECE or related  
hours that meet the Head Start requirements.

For schedule placements, college hours must be from a college or  
university with accreditation recognized by the Missouri  
Department of Elementary and Secondary Education.

**INDEPENDENCE SCHOOL DISTRICT  
EXTRA DUTY  
SALARY SCHEDULE  
2025-2026**

(values are a factor of the Teacher Schedule base \$40125)								
Position/Experience	A	B	C	D	E	F	G	H
<b>High School Head</b>								
Years 1-5	\$9,229	\$7,824	\$6,219	\$5,016	\$4,013	\$3,009	\$1,806	\$1,003
Years 6+	\$9,690	\$8,218	\$6,532	\$5,268	\$4,213	\$3,162		\$1,055
<b>High School Coordinator</b>								
Years 1-5	\$6,460	\$5,477						
Years 6+	\$6,785	\$5,750						
<b>High School Assistant</b>								
Years 1-5	\$5,537	\$4,695	\$3,732	\$3,009	\$2,408	\$1,806		
Years 6+	\$5,814	\$4,931	\$3,920	\$3,162	\$2,528	\$1,898		
<b>Middle School Head</b>								
Years 1-5	\$5,537	\$4,695	\$3,732	\$3,009	\$2,408	\$1,806		
Years 6+	\$5,814	\$4,931	\$3,920	\$3,162	\$2,528	\$1,898		
<b>Middle School Assistant</b>								
Years 1-5	\$3,230	\$2,741	\$2,179	\$1,757	\$1,404	\$1,055		
Years 6+	\$3,391	\$2,877	\$2,287	\$1,842	\$1,477	\$1,107		

Athletic Group by Season	Full Year	Fall Events	Winter Events	Spring Events
A	Weight Room	Football	Basketball (Boys) Basketball (Girls)	
B		Soccer (Boys) Softball Volleyball	Wrestling(B&G)	Baseball Soccer (Girls) Track (B&G)* Soccer (MS)
C	Cheerleading Drill Team	Swimming (HS Boys)	Swimming (HS Girl)	Swimming (MS)
D		Golf (Girls) Tennis (Girls) Cross County (B&G)*		Golf (Boys) Tennis (Boys)
* multiple-partial teams with prorated head coach				
Curricular Group	High School		Middle School	
A				
B	Band JROTC NFL Theatre Vocal Music Orchestra			
C	Robotics			
D	Broadcast Production Media Communications Student Council Extra Class			
E	Scholar Bowl HOSA DECA /FBLA FCCLA		Robotics	
F			Band NFL Theatre Vocal Music Orchestra Media Communications Student Council Scholar Bowl	
G	e-Sports (per semester)			
H	Musical Stipend (Vocal/Band/Orchestra)		Musical Stipend	
	Jazz Band			

**INDEPENDENCE SCHOOL DISTRICT  
EXTRA WORK  
SALARY SCHEDULE  
2025-2026**

<b>Position</b>	<b>Hourly Wage</b>
<b>Certificated Work Rate *</b> <i>(Current Teaching Certificate Required for Certificated Work)</i>	26.00
<b>Curriculum Work Rate (incl. Certificated Prof Dev Participation)</b> <i>(Minimum Substitute Certificate Required)</i>	20.00
<b>Homebound Instruction</b> <i>(Minimum Substitute Certificate Required)</i>	23.00
<b>Inspiring Greatness Club/Detention</b>	18.50
<b>Credit Recovery</b> <i>(Minimum Substitute Certificate Required)</i>	28.00
<b>Seasonal General Work</b>	15.00
<b>Seasonal Technical Work</b> <i>(Technology Intern, Academy Entrepreneurship)</i>	15.00
<b>Language Translation</b>	23.00
<b>Accompanist</b>	24.00
<b>Classified Work Rate **</b>	15.00
<b>Athletic / Activities</b> <i>(Minimum of two (2) hours for athletic games; Lighting/Sound Technician)</i>	15.00
<b>Crossing Guard</b> <i>(primary position)</i>	15.00
<b>Safety Officer</b>	16.00
<b>Wellness Center Attendant or Champion</b>	16.50
<b>Group Instructor / Supervisor / Graduation Coach</b>	25.00
<b>Special Education Tester / SLP Interventionist</b>	36.00
<b>Hearing Officer / Certified Administrative Assistant, LIM Coordinator</b>	42.00
<b>Off Duty Police Officer</b>	40.00
<b>Off Duty Police Supervisor</b>	44.00

**\* Certificated Work Includes:**

- Tutoring / Instruction (Teacher Cert)
- Grant-Related Professional Duties
- Professional Development Facilitator
- Substitute Teaching in Planning Period
- Miscellaneous Professional Duties

**\*\* Classified Work Includes:**

- Tutoring / Instruction (Substitute Certificate required)
- Grant-Related Duties
- Optional Professional Development
- Kids Safari After School Club

**INDEPENDENCE SCHOOL DISTRICT  
FACILITIES  
SALARY SCHEDULE  
2025-2026**

Step	Custodian	Full Time Sub Custodian	Small Elem	Large Elem	Middle Schools & Academy	High Schools	MS / HS Night Custodian	Wrhse/ Grounds	Grds/Maint	Maint*
1	16.91	17.01	17.73	18.19	18.70	19.26	17.41	17.78	19.01	21.73
2	17.48	17.58	18.29	18.75	19.26	19.83	17.98	18.34	19.58	22.29
3	18.04	18.14	18.85	19.31	19.83	20.39	18.54	18.91	20.14	22.85
4	18.60	18.70	19.42	19.88	20.39	20.95	19.10	19.48	20.70	23.41
5	19.16	19.26	19.99	20.45	20.95	21.53	19.66	20.04	21.26	23.98
6	19.73	19.83	20.55	21.01	21.53	22.09	20.23	20.60	21.83	24.54
7	20.29	20.39	21.11	21.58	22.09	22.65	20.79	21.16	22.39	25.11
8	20.85	20.95	21.68	22.14	22.65	23.21	21.35	21.73	22.95	25.68
9	21.41	21.53	22.24	22.70	23.21	23.78	21.91	22.29	23.51	26.24
10	21.98	22.09	22.80	23.26	23.78	24.34	22.48	22.85	24.09	26.80
11	22.55	22.65	23.36	23.83	24.34	24.90	23.05	23.41	24.65	27.36
12	23.11	23.21	23.93	24.39	24.90	25.46	23.61	23.98	25.21	27.93
13	23.68	23.78	24.49	24.95	25.46	26.03	24.18	24.54	25.78	28.49
14	24.24	24.34	25.05	25.51	26.03	26.59	24.74	25.11	26.34	29.05
15	24.80	24.90	25.63	26.08	26.59	27.15	25.30	25.68	26.90	29.61
16	25.36	25.46	26.19	26.64	27.21	27.73	25.86	26.24	27.46	30.18
17	25.93	26.03	26.75	27.21	27.78	28.29	26.43	26.80	28.03	30.74
18	26.49	26.59	27.31	27.78	28.34	28.85	26.99	27.36	28.59	31.30
19	27.05	27.15	27.88	28.34	28.90	29.41	27.55	27.93	29.15	31.88

Small Elem: Elementary Head Custodians with buildings of less than 55,000 square feet and MS Asst. Head Custodian

Large Elem: Elementary Head Custodians with buildings larger than 55,000 square feet and HS Asst. Head Custodian

\*Facilities Employees completing advanced training in requested areas of maintenance will receive \$2.00 more per hour for initial certification and \$2.50 more per hour for multiple certifications.

New employees may enter the scale from Step 1 to 7 based on previous experience or specialized skills.

Part Time Custodian	\$ 16.50
Part Time Sub Custodian	\$ 16.50
Sub Maintenance/Grounds	\$ 16.50
Custodial Trainer Stipend	\$ 1.00

**INDEPENDENCE SCHOOL DISTRICT  
FACILITIES SUMMER CREW  
SALARY SCHEDULE  
SUMMER 2025**

POSITION	HOURLY WAGE
Crew Member	14.50
Crew Lead	15.50
Assistant Supervisor	16.00
Supervisor	18.50

**INDEPENDENCE SCHOOL DISTRICT  
FAMILY SCHOOL LIAISON  
10 MONTH  
SALARY SCHEDULE  
2025-2026**

<b>STEP</b>	<b>BS</b>	<b>BS + 16</b>	<b>MS/MA</b>
1	41,700	42,589	44,091
2	42,812	43,814	45,426
3	43,925	45,036	46,759
4	45,036	46,259	48,095
5	46,148	47,483	49,428
6	47,260	48,705	50,764
7	48,372	49,930	52,098
8	49,483	51,153	53,432
9	50,598	52,376	54,766
10	51,709	53,598	56,101
11	52,820	54,822	57,435
12	53,932	56,044	58,769
13	55,044	57,268	60,104
14	56,156	58,491	61,438
15	57,268	59,715	62,773
16	58,386	60,937	64,107
17	59,504	62,161	65,441
18	60,622	63,385	66,776
19	0	64,609	68,111
20	0	0	69,445
21			70,779

Employees will be placed on Step 10 and frozen until experience matches step.  
Social Work Board Certification will receive a \$750 stipend for a BSW, \$1,000 for  
LMSW and \$1,500 for LCSW.



**INDEPENDENCE SCHOOL DISTRICT  
FAMILY SCHOOL LIAISON  
11 MONTH  
SALARY SCHEDULE  
2025-2026**

<b>STEP</b>	<b>BS</b>	<b>BS + 16</b>	<b>MS/MA</b>
1	46,704	47,815	49,483
2	47,815	49,067	50,847
3	48,928	50,318	52,210
4	50,041	51,570	53,571
5	51,153	52,820	54,933
6	52,266	54,072	56,296
7	53,375	55,321	57,657
8	54,488	56,573	59,019
9	55,600	57,824	60,382
10	56,713	59,075	61,744
11	57,824	60,326	63,106
12	58,937	61,577	64,468
13	60,048	62,829	65,831
14	61,161	64,080	67,193
15	62,273	65,330	68,554
16	63,385	66,581	69,918
17	64,497	67,832	71,279
18	65,609	69,085	72,641
19		70,338	74,005
20			75,368
21			76,731

Employees will be placed on Step 10 and frozen until experience match  
Social Work Board Certification will receive a \$750 stipend for a BSW, \$1,000 for  
LMSW and \$1,500 for LCSW.

**INDEPENDENCE SCHOOL DISTRICT  
HEALTH SERVICES STAFF  
SALARY SCHEDULE  
2025-2026**

<b>Step</b>	<b>LPN Hourly</b>	<b>RN Hourly</b>	<b>BSN Hourly</b>
<b>1</b>	22.55	28.69	32.03
<b>2</b>	23.11	29.46	32.79
<b>3</b>	23.68	30.23	33.56
<b>4</b>	24.24	31.00	34.33
<b>5</b>	24.80	31.77	35.10
<b>6</b>	25.36	32.54	35.87
<b>7</b>	25.93	33.30	36.64
<b>8</b>	26.49	34.08	37.40
<b>9</b>	27.05	34.84	38.18
<b>10</b>	27.61	35.61	38.94
<b>11</b>	28.18	36.38	39.71
<b>12</b>	28.75	37.15	40.48
<b>13</b>	29.31	37.92	41.25
<b>14</b>	29.88	38.69	42.02
<b>15</b>	30.44	39.45	42.79
<b>16</b>	31.00	40.23	43.55
<b>17</b>	31.56	40.99	44.33
<b>18</b>	32.13	41.76	45.09
<b>19</b>	32.69	42.53	45.86
<b>20</b>	33.25	43.30	46.63

New employees may be placed on the schedule based on previous experience.

Daily Rate

LPN Substitute           \$191.68  
RN/BSN Substitute       \$243.87

**INDEPENDENCE SCHOOL DISTRICT  
INTERPRETER  
SALARY SCHEDULE  
2025-2026**

<b>Step</b>	<b>Level III, Missouri Intermediate Certificate</b>	<b>Level IV, Missouri Advanced Certificate</b>	<b>Level V, Missouri Comprehensive Certificate</b>
1	24.34	25.36	26.39
2	25.11	26.13	27.15
3	25.88	26.90	27.93
4	26.64	27.67	28.69
5	27.41	28.44	29.46
6	28.18	29.20	30.23
7	28.95	29.98	31.00
8	29.72	30.74	31.77
9	30.49	31.51	32.54
10	31.25	32.28	33.30
11	32.03	33.05	34.08
12	32.79	33.82	34.84
13	33.56	34.59	35.61
14	34.33	35.35	36.38
15	35.10	36.13	37.15
16	35.87	36.89	37.92
17	36.64	37.66	38.69
18	37.40	38.43	39.45
19	38.18	39.20	40.23
20	38.94	39.97	40.99

Interpreters may enter the scale on Step 1-16 based on prior experience as an interpreter.

**INDEPENDENCE SCHOOL DISTRICT**  
**JUNIOR RESERVE OFFICERS' TRAINING CORPS STANDARDIZED INSTRUCTOR PAY SCALE (JSIPS)**  
**For the Locality Pay Area of Kansas City-Overland Park-Kansas City, MO-KS**  
**SALARY SCHEDULE**  
**2025-2026**

Step	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
1	26,602	29,911	32,638	36,637	40,990	45,693	50,775	56,231	62,108	68,395	75,145	90,067	107,103	126,563	148,871
2	27,494	30,623	33,726	37,859	42,356	47,216	52,468	58,106	64,178	70,674	77,649	93,070	110,673	130,781	153,833
3	28,378	31,614	34,813	39,080	43,721	48,738	54,161	59,981	66,248	72,954	80,154	96,073	114,243	135,000	158,795
4	29,259	32,451	35,900	40,302	45,087	50,261	55,854	61,856	68,319	75,233	82,658	99,076	117,814	139,219	163,757
5	30,142	32,815	36,988	41,524	46,453	51,784	57,547	63,731	70,389	77,513	85,162	102,079	121,384	143,437	168,720
6	30,659	33,780	38,075	42,746	47,819	53,307	59,240	65,606	72,459	79,792	87,667	105,081	124,954	147,656	173,682
7	31,534	34,745	39,163	43,968	49,185	54,830	60,933	67,481	74,529	82,071	90,171	108,084	128,524	151,875	178,644
8	32,416	35,710	40,250	45,190	50,550	56,353	62,626	69,356	76,599	84,351	92,675	111,087	132,095	156,093	183,606
9	32,451	36,675	41,337	46,411	51,916	57,875	64,319	71,231	78,669	86,630	95,180	114,090	135,665	160,312	188,569
10	33,276	37,640	42,425	47,633	53,282	59,398	66,012	73,106	80,739	88,910	97,684	117,093	139,235	164,531	193,531

JROTC Instructors will be paid the higher of their JSIPS determination or the ISD Teacher scale at 10-month equivalent.

JROTC instructors are paid by the host school, with the sponsoring Military Service reimbursing the school 50 percent of the minimum instructor pay (MIP). JSIPS sets the MIP that the Military Services will reimburse the host school. Any salary negotiations above that are between the employee and the hiring school district.

Applicable locations are shown on the 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>

1. JSIPS Minimum Pay Scale Determination. The employing school's physical address should determine which GS locality table must be used. Based on that, use these tables to determine an instructor's minimum pay for equivalency purposes only.

**All Enlisted Instructors:**

JS-1	Less than an Associate Degree	Equivalency GS-10, Step 2
JS-2	Associate Degree	Equivalency GS-10, Step 3
JS-3	Bachelor's Degree	Equivalency GS-10, Step 4
JS-4	Master's Degree	Equivalency GS-10, Step 5
JS-5	Juris Doctor Degree, Doctorate Degree	Equivalency GS-10, Step 6

**All Officer Instructors:**

JS-6	Bachelor's Degree	Equivalency GS-11, Step 6
JS-7	Master's Degree	Equivalency GS-11, Step 7
JS-8	Juris Doctor Degree, Doctorate Degree	Equivalency GS-11, Step 8

2. Enlisted Instructors filling Senior Instructor Roles. Enlisted instructors granted a Military Service Headquarters waiver to fill a senior instructor role shall merit a two step-level JSIPS pay scale increase, which will continue during the time that the enlisted instructor remains at the same school either as an enlisted instructor or a senior instructor. At the conclusion of the enlisted instructor's service at the same school, the waiver and increase shall not be transferred to a new school. The two step-level increase will remain in effect if the enlisted instructor remains at the same school, even if the enlisted instructor is no longer filling the senior instructor role.

3. Warrant Officers (WOs) and Chief Warrant Officers (CWOs). These officers may or may not have degrees. They would enter the appropriate JSIPS scale, depending on the degree they possess and the instructor position. The determination of the appropriate JSIPS scale for WOs and CWOs certified as a JROTC instructor is solely within the discretion of the respective Secretary of the Military Department or their designee.

4. Attaining Additional Degrees. Achievement of a higher academic degree shall merit a JSIPS pay grade increase. Pay increases will be effective at the beginning of the next instructor contract year. JSIPS pay scale increases shall not be awarded for the attainment of additional degrees at the same level (e.g., a second master's degree), or any certifications. Degrees must be attained from an accredited institution and verified by the Military Service Headquarters.

5. Relocations/Transfers. Instructors relocating/transferring to a different JROTC unit will fall under the JSIPS locality table for the new school. Enlisted instructors who earned a two step-level pay increase for filling the senior instructor role will not carry the two step-level increase to the new location. The pay scale used for relocations/transfers will be based solely on grade and highest academic degree held. Relocation assistance allowance may be available for JROTC instructors who relocate to fill hard-to-fill locations pursuant to 10 U.S.C. § 203 l(f)(1).

6. JSIPS Adjustments. Whenever the Federal GS pay scale is adjusted based on nationwide changes in the cost of living and/or wages and salaries of private industry workers, JROTC instructors' minimum pay will be increased by the same percentage at the beginning of the next school year. There will be no other adjustments.

**INDEPENDENCE SCHOOL DISTRICT  
KIDS SAFARI SITE COORDINATOR  
SALARY SCHEDULE  
2025-2026**

<b>STEP</b>	<b>A.A. or 60 hours</b>	<b>B.A. in Related Field</b>	<b>M.A. in Related Field</b>
1	16.91	18.75	20.80
2	17.21	19.06	21.11
3	17.53	19.36	21.41
4	17.83	19.68	21.73
5	18.14	19.99	22.04
6	18.45	20.29	22.34
7	18.75	20.60	22.65
8	19.06	20.90	22.95
9	19.36	21.21	23.26
10	19.68	21.53	23.58
11	19.99	21.83	23.88
12	20.29	22.14	24.19
13	20.60	22.44	24.49
14	20.90	22.75	24.80
15		23.06	25.11
16		23.36	25.41
17		23.68	25.73
18		23.98	26.03

New employees may enter the scale from Step 1-8 based on previous related experience.

Kids Safari Site Coordinator Substitute Rate: \$ 16.91 AA or 60+ hours  
\$ 18.75 BA in related field

For schedule placements, college hours must be from a college or university with accreditation recognized by the Missouri Department of Elementary and Secondary Education.

**INDEPENDENCE SCHOOL DISTRICT  
KIDS SAFARI STAFF  
SALARY SCHEDULE  
2025-2026**

<b>Step</b>	<b>Student, Diploma, GED</b>	<b>30 + College Hours</b>	<b>60 + College Hours, A.A., or A.S. Degree</b>
1	14.35	15.58	16.19
2	14.60	15.89	16.50
3	14.86	16.19	16.80
4	15.11	16.50	17.11
5	15.38	16.80	17.43
6	15.63	17.11	17.73
7	15.89	17.43	18.04
8	16.14	17.73	18.34
9	16.40	18.04	18.65
10	16.65	18.34	18.96
11	16.91	18.65	19.26
12	17.16	18.96	19.58
13	17.43	19.26	19.88
14	17.68	19.58	20.19
15	17.94	19.88	20.50
16	18.19	20.19	20.80

New employees may enter the scale from Step 1-8 based on previous related experience.

Substitute Rate:                \$14.35   Diploma/GED  
    \$16.19   60 + College Hours, A.A., or A.S. Degree

Lead Kids Safari Staff Stipend:                \$1.50   per hour  
 Lead Kids Safari Staff with Director's Certificate:                \$2.00   per hour

For schedule placements, college hours must be from a college or university with accreditation recognized by the Missouri Department of Elementary and Secondary Education.

**INDEPENDENCE SCHOOL DISTRICT  
LANGUAGE TRANSLATOR  
SALARY SCHEDULE  
2025-2026**

STEP	RATE
1	23.58
2	24.29
3	25.00
4	25.73
5	26.44
6	27.15
7	27.88
8	28.59
9	29.31
10	30.03
11	30.74
12	31.46
13	32.18
14	32.90
15	33.61
16	34.33
17	35.05
18	35.76
19	36.48
20	37.20

New employees may be placed on the schedule from Step 1-10  
based on previous experience.

**INDEPENDENCE SCHOOL DISTRICT  
LIBRARY MEDIA CLERKS  
SALARY SCHEDULE  
2025-2026**

<b>Step</b>	<b>A.A. or +60 hrs.</b>	<b>B.S. or +120 hrs</b>
1	14.81	15.75
2	15.22	16.13
3	15.62	16.56
4	16.03	16.96
5	16.43	17.32
6	16.83	17.75
7	17.21	18.17
8	17.63	18.55
9	18.01	18.95
10	18.42	19.34
11	18.82	19.75
12	19.22	20.16
13	19.61	20.54
14	20.02	20.93
15	20.42	21.33
16	20.82	21.76
17	21.22	22.15
18	21.63	22.56
19	22.04	22.94
20	22.42	23.35
21	22.82	23.76

New employees may enter the scale from Step 1 to 12 based on related previous experience.

All college hours must be from a college or university accredited by the Missouri  
Department of Elementary and Secondary Education.



**INDEPENDENCE SCHOOL DISTRICT  
NUTRITION SERVICES  
SALARY SCHEDULE  
2025-2026**

<b>Step</b>	<b>Cashier, Sanitation, Part-Time</b>	<b>Food Prep</b>	<b>Cook</b>	<b>Asst. Manager</b>	<b>Elem. Manager</b>	<b>Second. Manager</b>	<b>Wrhse/ Del</b>	<b>Wrhse/ Del Mgr</b>	<b>Dietician</b>
1	14.50	15.10	16.25	17.75	19.00	21.50	19.50	21.00	24.75
2	14.80	15.50	16.75	18.25	19.50	22.00	20.00	21.55	25.30
3	15.10	15.90	17.25	18.75	20.00	22.50	20.50	22.10	25.85
4	15.40	16.30	17.75	19.25	20.50	23.00	21.00	22.65	26.40
5	15.70	16.70	18.25	19.75	21.00	23.50	21.50	23.20	26.95
6	16.00	17.10	18.75	20.25	21.50	24.00	22.00	23.75	27.50
7	16.30	17.50	19.25	20.75	22.00	24.50	22.50	24.30	28.05
8	16.60	17.90	19.75	21.25	22.50	25.00	23.00	24.85	28.60
9	16.90	18.30	20.25	21.75	23.00	25.50	23.50	25.40	29.15
10	17.20	18.70	20.75	22.25	23.50	26.00	24.00	25.95	29.70
11	17.50	19.10	21.25	22.75	24.00	26.50	24.50	26.50	30.25
12	17.80	19.50	21.75	23.25	24.50	27.00	25.00	27.05	30.80
13	18.10	19.90	22.25	23.75	25.00	27.50	25.50	27.60	31.35
14	18.40	20.30	22.75	24.25	25.50	28.00	26.00	28.15	31.90
15	18.70	20.70	23.25	24.75	26.00	28.50	26.50	28.70	32.45
16	19.00	21.10	23.75	25.25	26.50	29.00	27.00	29.25	33.00
17	19.30	21.50	24.25	25.75	27.00	29.50	27.50	29.80	33.55

**Cashier / Sanitation** - cashier responsibilities w/ sanitation duties

**Food Prep** - cashier and sanitation training, cold food prep, and additional duties as directed by the Manager

**Cook** - cashier, sanitation, and cold food prep training, w/ Cook responsibilities, and additional duties as directed by the Manager

**Asst. / Elem. / Second. Manager** - cashier, sanitation, cold food prep, w/ Cook responsibilities, Assistant Manager and/or Manager responsibilities and additional duties as directed by Nutrition Service Director

**\* Career Path Advancement:**

Employees are encouraged to follow a career path. Qualified internal candidates are given equal opportunity for career advancement based on job description.

New employees may enter the scale from step 1 to 10 based on previous experience or specialized skills.

**NS Sub Warehouse**      \$19.50

**NS Sub Workers**        \$14.50

**INDEPENDENCE SCHOOL DISTRICT  
OCCUPATIONAL/PHYSICAL THERAPIST  
SALARY SCHEDULE  
2025-2026**

<b>STEP</b>	<b>Assistant</b>	<b>Registered</b>	<b>Doctorate</b>
1	40,859	44,287	48,003
2	41,206	45,808	49,524
3	41,552	47,329	51,045
4	43,073	48,850	52,566
5	44,595	50,371	54,087
6	46,116	51,892	55,608
7	47,637	53,413	57,130
8	49,158	54,935	58,651
9	50,679	56,456	60,172
10	52,200	57,977	61,693
11	53,721	59,498	63,214
12	55,243	61,019	64,735
13	56,764	62,540	66,256
14	58,285	64,061	67,778
15	59,806	65,583	69,299
16	61,327	67,104	70,820
17	62,848	68,625	72,341
18	64,369	70,146	73,862
19	65,891	71,667	75,383
20	67,412	73,188	76,904

Occupational/Physical Therapists may enter the scale on Step 1 to 16

**INDEPENDENCE SCHOOL DISTRICT  
OFFICE PERSONNEL  
SALARY SCHEDULE  
2025-2026**

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
1	15.12	16.29	16.80	17.45	18.90	20.20	21.50	22.79
2	15.52	16.75	17.27	17.92	19.34	20.73	22.11	23.47
3	15.93	17.20	17.75	18.35	19.81	21.24	22.69	24.15
4	16.32	17.70	18.21	18.83	20.26	21.78	23.30	24.82
5	16.71	18.14	18.68	19.29	20.74	22.32	23.89	25.48
6	17.11	18.61	19.14	19.75	21.18	22.83	24.49	26.15
7	17.51	19.06	19.60	20.22	21.64	23.37	25.09	26.81
8	17.91	19.55	20.07	20.70	22.13	23.92	25.69	27.46
9	18.29	20.00	20.52	21.14	22.59	24.43	26.30	28.14
10	18.71	20.46	20.98	21.60	23.06	24.98	26.88	28.81
11	19.11	20.91	21.43	22.07	23.50	25.50	27.49	29.50
12	19.49	21.36	21.90	22.54	23.98	26.03	28.09	30.13
13	19.87	21.82	22.36	23.00	24.43	26.55	28.68	30.79
14	20.27	22.29	22.80	23.45	24.88	27.09	29.29	31.49
15	20.70	22.74	23.29	23.93	25.32	27.61	29.89	32.18
16	21.07	23.22	23.78	24.36	25.80	28.15	30.49	32.81
17	21.49	23.69	24.24	24.82	26.27	28.67	31.09	33.51
18	21.88	24.16	24.71	25.27	26.71	29.20	31.67	34.17
19	22.30	24.63	25.18	25.75	27.18	29.74	32.28	34.85
20	22.70	25.09	25.64	26.22	27.66	30.27	32.88	35.52
21	23.10	25.55	26.09	26.68	28.12	30.81	33.47	36.19

**Level 1 -** Office Clerk, Transportation Discipline/Billing Clerk

**Level 2 -** Attendance Secretary, Health Clerk, School/Building Secretary

**Level 3 -** Admissions Office, Building Bookkeeper/Secretary, Publications Clerk, Spanish Support Secretary

**Level 4 -** District Program Secretary, District Purchasing Clerk, District Receptionist, Fixed Asset Clerk, Health Screener, Principal's Secretary,

**Level 5 -** District Accounts Payable Clerk, District Accounts Receivable Clerk, District Department Bookkeeper, District Department Secretary, Spanish Interpreter

**Level 6 -** Administrative Secretary, Benefits Clerk, District Accounts Payable Specialist, District Accounts Receivable Specialist, Payroll Clerk

**Level 7 -** Benefits Specialist, District Accounting Specialist, Human Resource Assistant, Payroll Specialist

**Level 8 -** Administrative Assistant, Senior Accounting Specialist

Levels 1-8: New employees may be placed on the schedule from Step 1-6 based on previous office personnel experience.

Levels 5-8: New employees may be placed on the schedule from Step 1-12 based on previous job related experience.

\*PSP Credits will be added to each person's salary

\*\*Longevity stipends will be given in the following manner:

After 5 years - \$15.00 per month

After 10 years - \$20.00 per month

After 15 years - \$25.00 per month

After 20 years - \$30.00 per month

After 25 years - \$35.00 per month

Substitute Secretary: \$15.12

**INDEPENDENCE SCHOOL DISTRICT  
PARAEDUCATOR  
SALARY SCHEDULE  
2025-2026**

<b>Step</b>	<b>Para Praxis</b>	<b>A.A. or +60 hrs. *</b>	<b>B.S. or +120 hrs *</b>	<b>MS* or Current Teach. Cert.</b>
1	16.10	17.10	18.10	19.00
2	16.40	17.40	18.40	19.50
3	16.70	17.70	18.70	20.00
4	17.00	18.00	19.00	20.50
5	17.30	18.30	19.30	21.00
6	17.60	18.60	19.60	21.50
7	17.90	18.90	19.90	22.00
8	18.20	19.20	20.20	22.50
9	18.50	19.50	20.50	23.00
10	18.80	19.80	20.80	23.50
11	19.10	20.10	21.10	24.00
12	19.40	20.40	21.40	24.50
13	19.70	20.70	21.70	25.00
14	20.00	21.00	22.00	25.50
15	20.30	21.30	22.30	26.00
16	20.60	21.60	22.60	26.50
17	20.90	21.90	22.90	27.00
18	21.20	22.20	23.20	27.50
19	21.50	22.50	23.50	28.00
20	21.80	22.80	23.80	28.50

Paraeducators may enter the scale on Step 1-15 based on prior experience as a paraeducator or classroom teacher in a public or private school setting.

Specific hourly rates will be added to the salary of Paraeducators who currently work in noted classroom settings:

- \$4.00 Behavior, Academic and Social Skills (BASS) Paraeducator
- \$4.00 Communication, Behavior and Social Skills (CBSS) Paraeducator
- \$3.00 Early Childhood Special Education (ECSE) Paraeducator
- \$4.00 Life Skills Paraeducator
- \$2.50 Paraeducator with Braille Responsibilities
- \$3.00 R.I.S.E. Paraeducator
- \$3.00 Recovery Room Interventionist
- \$3.00 MS / HS Functional Skills
- \$3.50 Independence Academy Paraprofessionals/Recovery Room Interventionist

Substitute Para Daily Rate: \$125.00 + 60 College Hours/Substitute Teacher Certificate required

For schedule placements, college hours must be from a college or university with accreditation recognized by the Missouri Department of Elementary and Secondary Education.

\* Missouri Substitute Teacher Certificate required.

**INDEPENDENCE SCHOOL DISTRICT  
PARENTS AS TEACHERS  
SALARY SCHEDULE  
2025-2026**

<b>Step</b>	<b>Non Certified</b>	<b>Current MO Teaching Certificate</b>
1	25.58	26.43
2	26.55	27.42
3	27.58	28.37
4	28.55	29.38
5	29.52	30.41
6	30.56	31.37
7	31.53	32.36
8	32.53	33.34
9	33.52	34.33
10	34.51	35.32

**INDEPENDENCE SCHOOL DISTRICT  
SUBSTITUTE, LONG-TERM, AND PART-TIME TEACHERS  
SALARY SCHEDULE  
2025-2026**

- A. Substitute Teachers** **\$130.00 per day**  
Persons holding a Missouri Teacher's Certificate who substitute intermittently on a day-to-day basis  
**OR**  
Persons holding a Missouri Substitute Teacher's Certificate who have completed the District's training program
- B. Paraeducator Substitute Assignment** **\$125.00 per day**
- C. Long-term Substitute Assignment**  
1. Missouri Teacher's Certificate **\$165.00 per day**  
2. Missouri Substitute Teacher's Certificate **\$140.00 per day**

**Related Information:**

- 1 Personnel appointed in any classification listed above will be paid only for the actual service days. Service days will be defined as days when pupils are in attendance, or when appointee is required to attend a workshop or planning session.
- 2 Substitute teachers will report 30 minutes before, and remain 30 minutes after, the regular instruction time schedule.
- 3 Part-day substitute assignments will be on a pupil-contact-basis at the rate of \$16.25 per hour.
- 4 Long-term substitutes are appointed to fill a temporary vacancy and will assume total responsibility of a regular staff member.
- 5 Only full-time, regularly employed personnel are eligible for sick leave, emergency leave, excused leave, or other welfare programs adopted as part of the salary schedule for each classification. A long-term substitute teacher will be allowed one (1) sick leave day per month (20) days of assignment, cumulative during, and applicable to each specific appointment.

**INDEPENDENCE SCHOOL DISTRICT  
SUMMER SCHOOL  
SALARY SCHEDULE  
SUMMER 2026**

<b>Position</b>	<b>Hourly Wage</b>
Paraeducator (non-certificated)	15.00
Paraeducator (certificated)	17.50
Office Personnel	17.50
Summer Teacher with Teaching Certification	30.00
Summer Teacher with Substitute Certification	21.00
Summer Teacher Athletic Programs	19.50

**INDEPENDENCE SCHOOL DISTRICT  
TECHNICAL SUPPORT STAFF  
SALARY SCHEDULE  
2025-2026**

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
1	18.38	18.82	19.39	19.87	20.67	21.17	21.95
2	18.83	19.32	19.89	20.35	21.16	21.65	22.42
3	19.33	19.82	20.36	20.84	21.64	22.14	22.91
4	19.83	20.29	20.86	21.32	22.13	22.63	23.40
5	20.30	20.78	21.33	21.82	22.62	23.12	23.89
6	20.79	21.27	21.83	22.31	23.11	23.62	24.36
7	21.28	21.77	22.32	22.79	23.61	24.10	24.86
8	21.78	22.26	22.80	23.28	24.09	24.59	25.34
9	22.27	22.74	23.29	23.78	24.57	25.06	25.83
10	22.75	23.22	23.79	24.25	25.05	25.55	26.34
11	23.23	23.72	24.26	24.76	25.54	26.03	26.81
12	23.73	24.20	24.77	25.23	26.02	26.52	27.29
13	24.21	24.70	25.24	25.73	26.53	27.01	27.78
14	24.71	25.18	25.74	26.22	27.00	27.49	28.28
15	25.19	25.67	26.25	26.70	27.48	28.01	28.76
16	25.68	26.13	26.71	27.19	28.00	28.48	29.25
17	26.17	26.62	27.19	27.68	28.46	29.07	29.74
18	26.66	27.11	27.68	28.17	28.95	29.56	30.22
19	27.14	27.60	28.17	28.66	29.44	30.05	30.71
20	27.64	28.09	28.66	29.15	29.94	30.55	31.20
21	28.14	28.58	29.15	29.64	30.44	31.05	31.69

Key:       Level 1 - No Certifications; High School Diploma/GED  
           Level 2 - A+ Certification (Comptia)  
           Level 3 - Associate's Degree in Technology Area OR 2 Certifications\*  
           Level 4 - Associate's Degree AND 2 or More Certifications  
           Level 5 - Bachelor's Degree  
           Level 6 - Bachelor's Degree with 4 or More Certifications  
           Level 7 - Bachelor's Degree AND Specialized Training\*\*\* OR Project Leader Responsibilities

\*Certifications: A+, Network +, Server +, Microsoft MCP, MCSE, MOS, Specialized Certifications may apply

\*Note: All Certifications must be renewed within 4 years

Note: \*8 hours of uncertificated training required yearly to maintain level status (i.e. Vendor Training, MoreNet, etc.)

\*Level changes with certifications/formal education only - Must be received by May 15 to move for following year

\*\*\*Specialized training for systems specific to ISD (i.e. VOIP Phone System)

Technical Support Staff may enter the scale on Step 1-6 based on previous technological experience.



**INDEPENDENCE SCHOOL DISTRICT  
TRANSPORTATION ATTENDANT  
SALARY SCHEDULE  
2025-2026**

<b>Step</b>	<b>Hourly Rate</b>
<b>1</b>	14.60
<b>2</b>	14.96
<b>3</b>	15.32
<b>4</b>	15.68
<b>5</b>	16.04
<b>6</b>	16.40
<b>7</b>	16.75
<b>8</b>	17.11
<b>9</b>	17.48
<b>10</b>	17.83
<b>11</b>	18.19
<b>12</b>	18.55
<b>13</b>	18.91
<b>14</b>	19.26
<b>15</b>	19.63
<b>16</b>	19.99
<b>17</b>	20.34
<b>18</b>	20.70
<b>19</b>	21.06
<b>20</b>	21.41
<b>21</b>	21.78
<b>22</b>	22.14
<b>23</b>	22.50

Attendants assigned to work with students identified as Emotionally Disturbed on specialized routes, specifically Independence Academy Day Treatment, will receive an additional \$1.00 per hour.

Attendant Pay for Trips: Same as salary schedule placement

Extra Work:     \$17.50 per hour (bus washing, meeting, trash)  
                       \$17.50 per hour (fueller)

**INDEPENDENCE SCHOOL DISTRICT  
TRANSPORTATION DRIVER  
SALARY SCHEDULE  
2025-2026**

<b>Step</b>	<b>Hourly Rate</b>
<b>1</b>	19.90
<b>2</b>	20.30
<b>3</b>	20.70
<b>4</b>	21.10
<b>5</b>	21.50
<b>6</b>	21.90
<b>7</b>	22.30
<b>8</b>	22.70
<b>9</b>	23.10
<b>10</b>	23.50
<b>11</b>	23.90
<b>12</b>	24.30
<b>13</b>	24.70
<b>14</b>	25.10
<b>15</b>	25.50
<b>16</b>	25.90
<b>17</b>	26.30
<b>18</b>	26.70
<b>19</b>	27.10
<b>20</b>	27.50
<b>21</b>	27.90
<b>22</b>	28.30
<b>23</b>	28.70

**OTHER PAY:**

Early Education Mid-day Routes	1 - 1/2 hours guaranteed at hourly rate
Routes Mid-day Route	1 hour guaranteed at hourly rate
Shuttle Route	1 hour guaranteed at hourly rate
Late Activity	1 - 1/2 hours guaranteed at hourly rate
Spare Driver	\$7.25 per day in addition to guaranteed 6.25 hours a day at driver's hourly rate
Driver Mentor	\$9.25 per day in addition to driver's hourly rate
Route Driver Trip Rate	Step 1 of salary schedule
Route Driver Trip Rate - full benefits	Same as salary schedule placement
Trip Driver Rate (Non Route)	Placed on driver salary schedule at the discretion of the Director of Transportation based on experience
Trainees	\$17.50 per hour up to 40 hours
All Extra Non-Driving Work	\$17.50 per hour (wash buses, meetings, trash)
Bus Fueler	\$17.50 per hour
Seasonal Bus Washing Crew	\$15.00 per hour

**INDEPENDENCE SCHOOL DISTRICT  
TRANSPORTATION MECHANIC  
SALARY SCHEDULE  
2025-2026**

<b>Step</b>	<b>Mechanics Helper</b>	<b>Maintenance Mechanic</b>	<b>Mechanic</b>	<b>Mechanic A</b>
1	16.98	20.80	24.29	28.25
2	17.29	21.28	24.76	28.85
3	17.70	21.77	25.25	29.44
4	18.04	22.25	25.73	30.04
5	18.42	22.72	26.21	30.65
6	18.77	23.21	26.69	31.25
7	19.13	23.69	27.18	31.85
8	19.52	24.19	27.64	32.47
9	19.85	24.64	28.14	33.05
10	20.21	25.13	28.74	33.65
11	20.80	25.73	29.31	34.25
12	21.41	26.32	29.92	34.83
13	22.01	26.94	30.55	35.46
14	22.61	27.51	31.13	36.05
15	23.21	28.14	31.71	36.64
16	23.82	28.74	32.32	37.24
17	24.41	29.31	32.92	37.84
18	25.02	29.89	33.53	38.43
19	25.63	30.49	34.13	39.03
20	26.23	31.09	34.73	39.63
21	26.83	31.69	35.33	40.24

New employees may be placed on the schedule from Step 1-15 based on previous mechanic

**ASE Certification Recognition**

\$ .20 increase for each School Bus ASE certification S1 through S6 (up to a \$1.20/hour)

\$ .30 an hour additional for Mechanics that achieve ASE-Certified Master School Bus Technician including S7 certification

\$ .10 an hour additional for any other District approved ASE certification

Total combined ASE stipends will not exceed \$2.00 hour

Loss of ASE certification will result in loss of that portion of ASE stipend

**Mechanic Lead Stipend**                      \$ .50 an hour

**INDEPENDENCE SCHOOL DISTRICT  
TRANSPORTATION SUMMER WORK  
SALARY SCHEDULE  
SUMMER 2026**

<b>Step</b>	<b>Attendant Hourly Rate</b>	<b>Van Driver Hourly Rate</b>	<b>CDL Driver Hourly Rate</b>
<b>1</b>	14.60	17.03	19.90
<b>2</b>	14.96	17.47	20.30
<b>3</b>	15.32	17.94	20.70
<b>4</b>	15.68	18.36	21.10
<b>5</b>	16.04	18.80	21.50
<b>6</b>	16.40	19.27	21.90
<b>7</b>	16.75	19.70	22.30
<b>8</b>	17.11	20.14	22.70
<b>9</b>	17.48	20.61	23.10
<b>10</b>	17.83	21.05	23.50
<b>11</b>	18.19	21.49	23.90
<b>12</b>	18.55	21.95	24.30
<b>13</b>	18.91	22.39	24.70
<b>14</b>	19.26	22.83	25.10
<b>15</b>	19.63	23.27	25.50
<b>16</b>	19.99	23.72	25.90
<b>17</b>	20.34	24.16	26.30
<b>18</b>	20.70	24.60	26.70
<b>19</b>	21.06	25.04	27.10
<b>20</b>	21.41	25.48	27.50
<b>21</b>	21.78	25.92	27.90

**DRIVER OTHER PAY:**

Early Education Mid-day Routes	1 - 1/2 hours guaranteed at hourly rate
Routes Mid-day Route	1 hour guaranteed at hourly rate
Shuttle Route	1 hour guaranteed at hourly rate
Late Activity	1 - 1/2 hours guaranteed at hourly rate
Spare Driver	\$7.25 per day in addition to guaranteed 6.25 hours a day at driver's hourly rate
Driver Mentor	\$9.25 per day in addition to driver's hourly rate
Route Driver Trip Rate	Step 1 of salary schedule
Trip Driver Rate (Non Route)	Placed on driver salary schedule at the discretion of the Director of Transportation based on experience

**ATTENDANT OTHER PAY:**

Attendants assigned to work with students identified as Emotionally Disturbed on specialized routes, specifically Independence Academy Day Treatment, will receive an additional \$1.00 per hour.

**ALL OTHER PAY:**

Trainees	\$14.00 per hour up to 40 hours
All Extra Non-Driving Work	\$14.00 per hour (wash buses, meetings, trash)
Bus Fueler	\$14.00 per hour
Seasonal Bus Washing Crew	\$14.00 per hour

**INDEPENDENCE SCHOOL DISTRICT  
TRANSPORTATION SUPPORT STAFF  
SALARY SCHEDULE  
2025-2026**

<b>Step</b>	<b>DISPATCHER NO CDL</b>	<b>DISPATCHER WITH CDL</b>	<b>COORDINATOR</b>
1	18.64	19.18	21.32
2	19.06	19.61	21.75
3	19.49	20.02	22.17
4	19.90	20.43	22.59
5	20.32	20.86	23.00
6	20.72	21.25	23.40
7	21.14	21.68	23.83
8	21.57	22.11	24.25
9	21.98	22.52	24.66
10	22.39	22.92	25.07
11	22.79	23.33	25.47
12	23.20	23.75	25.89
13	23.64	24.17	26.32
14	24.04	24.57	26.73
15	24.45	24.99	27.13
16	24.87	25.40	27.54
17	25.29	25.83	27.98
18	25.71	26.25	28.39
19	26.12	26.67	28.81
20	26.55	27.08	29.23
21	26.97	27.50	29.62
22	27.39	27.92	30.07
23	27.81	28.34	30.49

New employees may be placed on the schedule from Step 1-15 based on previous school bus and/or dispatching experience.

**INDEPENDENCE SCHOOL DISTRICT  
TRANSPORTATION VAN DRIVER  
SALARY SCHEDULE  
2025-2026**

<b>Step</b>	<b>Hourly Rate</b>
<b>1</b>	17.03
<b>2</b>	17.47
<b>3</b>	17.94
<b>4</b>	18.36
<b>5</b>	18.80
<b>6</b>	19.27
<b>7</b>	19.70
<b>8</b>	20.14
<b>9</b>	20.61
<b>10</b>	21.05
<b>11</b>	21.49
<b>12</b>	21.95
<b>13</b>	22.39
<b>14</b>	22.83
<b>15</b>	23.27
<b>16</b>	23.72
<b>17</b>	24.16
<b>18</b>	24.60
<b>19</b>	25.04
<b>20</b>	25.48
<b>21</b>	25.92
<b>22</b>	26.37
<b>23</b>	26.82

**OTHER PAY:**

Early Education Mid-day Routes	1 - 1/2 hours guaranteed at hourly rate
Routes Mid-day Route	1 hour guaranteed at hourly rate
Shuttle Route	1 hour guaranteed at hourly rate
Late Activity	1 - 1/2 hours guaranteed at hourly rate
Spare Driver	\$7.25 per day in addition to guaranteed 6.25 hours a day at driver's hourly rate
Driver Mentor	\$9.25 per day in addition to driver's hourly rate
Route Driver Trip Rate	Step 1 of salary schedule
Route Driver Trip Rate - full benefits	Same as salary schedule placement
Trip Driver Rate (Non Route)	Placed on driver salary schedule at the discretion of the Director of Transportation based on experience
Trainees	\$17.50 per hour up to 40 hours
All Extra Non-Driving Work	\$17.50 per hour (wash buses, meetings, trash)
Bus Fueler	\$17.50 per hour
Seasonal Bus Washing Crew	\$15.00 per hour

**INDEPENDENCE SCHOOL DISTRICT  
TRAVEL  
SALARY SCHEDULE  
2025-2026**

<b>Position</b>	<b>Rate</b>
Superintendent	8,365.00
Deputy Superintendent, Assistant Superintendents, Director of Human Resources	5,354.67
Director of Technology, Director of SpEd, Director of Nutrition Services, Director of Family Services, Director of Health Services, Director of Kids Safari, Family Services Coordinator, Nutrition Services Supervisor, Youth Activities Coordinator, High School Activities Directors	3,684.10
Technology Integrationist Specialist, Director of Title I, Director of Public Relations, Director of Foundation/Volunteer Services, District Compliance Officer, Director of Adult Education, Director of Head Start	1,787.40
Board of Education Secretary	1,747.84
Instructional Coach, Facility Purchase Supervisor	1,685.38
Secondary School - Principal, Associate Principal, Assistant Principal, Administrative Intern; Middle School Principal; Assistant Director of Secondary SpEd; Assistant Director of Kids Safari	1,073.27
School Psychologist, At-Risk Specialist, Wellness Coordinator, Middle School Assistant Principal	873.40
Elementary Principal	450.00

①

① Travel stipends above includes travel within the metro area.

② Travel rate for off-scale travelling positions:

Paid at federal per mile reimbursement rate for travel between locations

**Agenda Item #:** v. 3.

**Subject / Title:** Approval of Career Ladder for 2025-2026 – Stages I, II, and III

☒ **Action Required**      ☐ **Information Only**      (check one)

**Description of Issue:**

**Background and rationale for this program / item**

The Administration recommends approval to continue the Career Ladder Program for the 2025-2026 school year with the state funding a portion of the program.

**Desired results**

Approval of Career Ladder Program, Stages I, II and III for the 2025-2026 School Year.

**Personnel**

N/A

**Resources**

N/A

**Reviewed and Recommended:**

  
\_\_\_\_\_  
Superintendent

3/28/25  
Date

**Motion for Board Action:**

The Board of Education approves the 2025-2026 Career Ladder Program, Stages I, II, and III for District teachers that participate in the program.

**Motion:** \_\_\_\_\_

**Second:** \_\_\_\_\_

**Board Action:**      ☐ Approved      ☐ Not Approved      ☐ Postponed      (check one)



Agenda Item #: V. 4.

Subject / Title: Approval of Independence School District Comprehensive Literacy Plan

☒ Action Required      ☐ Information Only      (check one)

**Description of Issue:**

**Background and rationale for this program / item**

The **Independence School District (ISD) Comprehensive Literacy Plan** is a strategic framework guiding literacy instruction from birth through grade 12. It outlines key components such as literacy philosophy, leadership, curriculum, instruction, assessment, and professional development. The plan emphasizes early literacy development, phonics, fluency, vocabulary, and comprehension while ensuring alignment with **Missouri Learning Standards**. It incorporates a **Multi-Tiered System of Support (MTSS)** to identify and address student needs, and **Reading Success Plans** to assist struggling readers. Additionally, the ISD prioritizes **family partnerships**, professional development for educators, and a systematic approach to improving literacy outcomes through **data-driven assessments and targeted interventions**. The document includes a multi-year timeline with specific goals to enhance literacy instruction and implementation with alignment to the Department of Elementary and Secondary Education literacy goals, MSIP 6 requirements and Senate Bill 681.

**Desired results**

Approval of the Independence School District Comprehensive Literacy Plan

**Personnel**

N/A

**Resources**

N/A

**Reviewed and Recommended:**

  
Superintendent

3/20/25  
Date

**Motion for Board Action:**

The Board of Education approves the Independence School District Comprehensive Literacy Plan as presented.

**Motion:** \_\_\_\_\_

**Second:** \_\_\_\_\_

**Board Action:**      ☐ Approved      ☐ Not Approved      ☐ Postponed      (check one)

Agenda Item # V. 5.

This is an active Bid proposal, so no information will be disclosed until the Board of Education acts on the presented information at the Board of Education meeting.

Agenda Item # V. 6.

This is an active Bid proposal, so no information will be disclosed until the Board of Education acts on the presented information at the Board of Education meeting.

**Agenda Item #:** v. 7.

**Subject / Title:** Approval of Adjustments to the 2024-2025 School District Calendar

X **Action Required**             **Information Only**      (check one)

**Description of Issue:**

**Background and rationale for this program / item**

Due to inclement weather, eleven days of school attendance have been missed. The School District is required to make up seven missed days. The Administration has reviewed the calendar and recommends using March 3, March 17, March 24, March 31, April 28, May 5, and May 12, 2025 as regular student attendance days.

**Desired results**

Change March 3, March 17, March 24, March 31, April 28, May 5, and May 12, 2025 to student attendance days.

**Personnel**

This change would be effective for all K-12 students and teachers.

**Resources**

N/A

**Reviewed and Recommended:**

  
Superintendent

3/26/25  
Date

**Motion for Board Action:**

The Board of Education approves adjusting the 2023-2024 School Calendar to March 3, March 17, March 24, March 31, April 28, May 5, and May 12, 2025 to regular student attendance days.

**Motion:** \_\_\_\_\_

**Second:** \_\_\_\_\_

**Board Action:**             **Approved**             **Not Approved**             **Postponed**      (check one)

**INDEPENDENCE PUBLIC SCHOOLS**  
**2024-2025 CALENDAR**  
Teacher - Revised 3/5/25

JULY 2024					AUGUST 2024					SEPTEMBER 2024					OCTOBER 2024				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
1	2	3	4	5				1	2	2	3	4	5	6		1	2	3	4
8	9	10	11	12	5	6	7	8	9	9	10	11	12	13	7	8	9	10	11
15	16	17	18	19	12	13	14	15	16	16	17	18	19	20	14	15	16	17	18
22	23	24	25	26	19	20	21	22	23	23	24	25	26	27	21	22	23	24	25
29	30	31			26	27	28	29	30	30					28	29	30	31	
Student Attendance 0					Student Attendance 10					Student Attendance 16					Student Attendance 19				
Teacher Contract 0					Teacher Contract 15					Teacher Contract 17					Teacher Contract 21				
NOVEMBER 2024					DECEMBER 2024					JANUARY 2025					FEBRUARY 2025				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
				1	2	3	4	5	6			1	2	3	3	4	5	6	7
4	5	6	7	8	9	10	11	12	13	6	7	8	9	10	10	11	12	13	14
11	12	13	14	15	16	17	18	19	20	13	14	15	16	17	17	18	19	20	21
18	19	20	21	22	23	24	25	26	27	20	21	22	23	24	24	25	26	27	28
25	26	27	28	29	30	31				27	28	29	30	31					
Student Attendance 15					Student Attendance 13					Student Attendance 12					Student Attendance 11				
Teacher Contract 16					Teacher Contract 13					Teacher Contract 14					Teacher Contract 12				
MARCH 2025					APRIL 2025					MAY 2025					JUNE 2025				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
3*	4	5	6	7		1	2	3	4				1	2	2	3	4	5	6
10	11	12	13	14	7	8	9	10	11	5*	6	7	8	9	9	10	11	12	13
17	18	19	20	21	14	15	16	17	18	12*	13	14	15	16	16	17	18	19	20
24	25	26	27	28	21	22	23	24	25	19	20	21	22	23	23	24	25	26	27
31*					28*	29	30			26	27	28	29	30	30				
Student Attendance 19					Student Attendance 19					Student Attendance 17					Student Attendance 0				
Teacher Contract 21					Teacher Contract 20					Teacher Contract 20					Teacher Contract 1				

A. Contract Days

July	0	Jan	14
August	15	Feb	12
Sept	17	March	21
Oct	21	April	20
Nov	16	May	20
Dec	13	June	1
			<b>170</b>

Tentative Summer School Start - May 28, 2025

Graduation May 16 & 17, 2025

Seniors Last Day - May 15th

Weather Make Up Days:

#1 March 3, #2 - May 5, #3 - March 31, #4 - April 28, #5

-May 12

Additional Make Up Days March 17, March 24, May 28, May 29, May 30, June 2

Required Student Contact Days	155
Required Teacher Contract Days	170
Float Work Day	1
Total Contract Days	171

Quarter 1: August 19th - October 11th  
Quarter 2: October 15 - December 20th  
Quarter 3: January 7th - March 7th  
Quarter 4: March 11th - May 23rd

Non Work Days Before / After Contract Days
Non School / Non Contract
Professional Development - No School / Contract
First / Last Day of Semester
Teacher Work Day
Parent Teacher Conference Week

**Agenda Item #:** v. 10.

**Subject / Title:** Approval of the Compilation of Communications from March Board Meeting Planning and Snow Day Makeup

☒ **Action Required**      ☐ **Information Only**      (check one)

**Description of Issue:**

**Background and rationale for this program / item**

In accordance with Board Policy G-285-B, any information or records intended for distribution to Board members must be approved for release by the Board of Education when such information is not already compiled in a prepared and readily accessible document.

**Desired results**

**Personnel**

District Personnel

**Resources**

District staff estimate that it would take a combined 580 hours at a District cost of \$10,739.49 based upon the actual professional staff time to compile the requested information.

**Reviewed and Recommended:**

  
\_\_\_\_\_  
Superintendent

4/2/25  
Date

**Motion for Board Action:**

Approval of the Compilation of Communications from March Board Meeting Planning and Snow Day Makeup.

**Motion:** \_\_\_\_\_

**Second:** \_\_\_\_\_

**Board Action:**      ☐ Approved      ☐ Not Approved      ☐ Postponed      (check one)