

**Teaching Pay Scale Chart - Approved 5/10/2023**

STEP	Sub Cert	BS Sub Cert TAC	BS Cert	BS NBTC, RS, DCert	MS Cert	MS +30 Cert	MS NBTC, RS, DCert Dual C, AP	SPEC Cert	DOC Cert
1	31,750	32,000	33,500	35,000	40,000	41,000	42,000	42,500	43,000
2	32,250	32,500	34,000	35,500	40,500	41,500	42,500	43,000	43,500
3	32,750	33,000	34,500	36,000	41,000	42,000	43,000	43,500	44,000
4	33,250	33,500	35,000	36,500	41,500	42,500	43,500	44,000	44,500
5			35,500	37,000	42,000	43,000	44,000	44,500	45,000
6			36,000	37,500	42,500	43,500	44,500	45,000	45,500
7			36,500	38,000	43,000	44,000	45,000	45,500	46,000
8			37,000	38,500	43,500	44,500	45,500	46,000	46,500
9			37,500	39,000	44,000	45,000	46,000	46,500	47,000
10			38,000	39,500	44,500	45,500	46,500	47,000	47,500
11			38,500	40,000	45,000	46,000	47,000	47,500	48,000
12			39,000	40,500	45,500	46,500	47,500	48,000	48,500
13			39,500	41,000	46,000	47,000	48,000	48,500	49,000
14			40,000	41,500	46,500	47,500	48,500	49,000	49,500
15			40,500	42,000	47,000	48,000	49,000	49,500	50,000
16			41,000	42,500	47,500	48,500	49,500	50,000	50,500
17			41,500	43,000	48,000	49,000	50,000	50,500	51,000
18			42,000	43,500	48,500	49,500	50,500	51,000	51,500
19			42,500	44,000	49,000	50,000	51,000	51,500	52,000
20			43,000	44,500	49,500	50,500	51,500	52,000	52,500
21			43,500	45,000	50,000	51,000	52,000	52,500	53,000
22			44,000	45,500	50,500	51,500	52,500	53,000	53,500
23			44,500	46,000	51,000	52,000	53,000	53,500	54,000
24			45,000	46,500	51,500	52,500	53,500	54,000	54,500
25			45,500	47,000	52,000	53,000	54,000	54,500	55,000
26			46,000	47,500	52,500	53,500	54,500	55,000	55,500
27			46,500	48,000	53,000	54,000	55,000	55,500	56,000
28			47,000	48,500	53,500	54,500	55,500	56,000	56,500
29			47,500	49,000	54,000	55,000	56,000	56,500	57,000
30			48,000	49,500	54,500	55,500	56,500	57,000	57,500
31			48,500	50,000	55,000	56,000	57,000	57,500	58,000

## Teaching Pay Scale Chart Information and Description of Pay Levels

\*Teachers earning less than \$38,000 will receive the difference between their pay on the **Teaching Pay Scale Chart** and \$38,000 with the passage of an annual state appropriation (grant). This difference will be paid in two installments of 50% each minus all applicable taxes and retirement. One payment will occur in the December 2023 payroll and the other in May 2024 payroll.

\*\*Teachers that are currently in positions in which they are not fully certified are grandfathered into their current step and level advancement for two years; 2023-24 and 2024-25 **if they only lack a certification test**. Example: A teacher is MS step 6 for 2022-23, will move to MS step 7 for 23-24 and MS step 8 for 2024-25. During the two-year period, the teacher must earn full certification in their assigned area to proceed on the salary schedule to, for example, MS step 9. Otherwise, the teacher will move to one of the uncertified levels. The teacher must have an approved plan and timeline with the district to become fully certified.

\*\*\*Teachers that are currently in positions in which they are not fully certified are grandfathered into their current step and level advancement for four years; 2023-24, 2024-25, 2025-26, and 2026-27 **if they lack college hours AND a certification test**. Example: A teacher is MS step 6 for 2022-23, will move to MS step 7 for 23-24 and MS step 8 for 2024-25, MS step 9 for 2025-26, and MS step 10 for 2026-27. During the four-year period, the teacher must earn full certification in their assigned area to proceed on the salary schedule. Otherwise, the teacher will move to one of the uncertified levels. The teacher must have an approved plan and timeline with the district to become fully certified.

### Description of Teacher Certification levels:

#### **Sub Cert**

Current substitute certification with DESE. The teacher must maintain full substitute certification and have a plan on file with the district toward full certification in a teaching area. The teacher has less than a BS degree.

#### **BS Sub Cert TAC**

Current substitute certification with DESE. The teacher must maintain full substitute certification and have a plan on file with the district toward full certification in a teaching area. The teacher has at least a BS degree.

#### **OR**

Current temporary authorization certificate (TAC) with DESE. The teacher must maintain full TAC with DESE and have a plan on file with the district and an approved plan with DESE toward full certification in a teaching area. The teacher has a BS degree.

#### **BS Cert**

Current DESE-approved teaching certification with the state of Missouri. The teacher must maintain full certification during the school year. The teacher has a BS degree.

#### **BS NBTC, RS, DCert**

Current DESE-approved teaching certification with the state of Missouri. The teacher must maintain full certification during the school year. The teacher has a BS degree and one of the following 1) reading specialist certification from a DESE-approved program of study, 2) current National Board Certification, 3) Teaching in two areas - Dual certified: The teacher holds an additional current teaching certification and is teaching two or more areas - ex. Math, Science, Social Studies, Special Education, PE, or English

#### **MS Cert**

Current DESE-approved teaching certification with the state of Missouri. The teacher must maintain full certification during the school year. The teacher has an MS degree.

#### **MS+30 Cert**

Current DESE-approved teaching certification with the state of Missouri. The teacher must maintain full certification during the school year. The teacher has an MS degree and has earned an additional 30 approved by the district graduate hours 500 level or above, which are related to their teaching area or continued professional development and from an accredited college or university.

#### **MS NBTC, RS, DCert, Dual C, AP**

Current DESE-approved teaching certification with the state of Missouri. The teacher must maintain full certification during the school year. The teacher has an MS degree and one of the following 1) reading specialist certification from a DESE-approved program of study, 2) current National Board Certification, 3) Teaching in two areas - Dual certified: The teacher holds an additional current teaching certification and is teaching two or more areas - ex. Math, Science, Social Studies, Special Education, PE, or English; 4) The teacher teaches one or more AP or Dual Credit courses

#### **SPEC Cert**

Current DESE-approved teaching certification with the state of Missouri. The teacher must maintain full certification during the school year. The teacher has a Specialist degree in one of the following areas: 1) Administration, 2) Curriculum and Instruction, 3) Reading, 4) Education Technology, 5) Special Education, or 6) Another recognized education field of study.

#### **DOC Cert**

Current DESE-approved teaching certification with the state of Missouri. The teacher must maintain full certification during the school year. The teacher has a doctoral degree in one of the following areas: 1) Administration, 2) Curriculum and Instruction, 3) Reading, 4) Education Technology, 5) Special Education, 6) Education Leadership and Policy Analysis, and 7) Another recognized education field of study.