

**INDEPENDENCE SCHOOL DISTRICT  
OFFICE PERSONNEL  
SCALE 4  
2020-2021**

<b>Step</b>	<b>HOURLY</b>	<b>12 MONTH</b>	<b>11 MONTH</b>	<b>10 MONTH</b>
1	14.85	29,818.80	27,205.20	24,235.20
2	15.27	30,662.16	27,974.64	24,920.64
3	15.67	31,465.36	28,707.44	25,573.44
4	16.07	32,268.56	29,440.24	26,226.24
5	16.50	33,132.00	30,228.00	26,928.00
6	16.90	33,935.20	30,960.80	27,580.80
7	17.30	34,738.40	31,693.60	28,233.60
8	17.71	35,561.68	32,444.72	28,902.72
9	18.13	36,405.04	33,214.16	29,588.16
10	18.52	37,188.16	33,928.64	30,224.64
11	18.92	37,991.36	34,661.44	30,877.44
12	19.34	38,834.72	35,430.88	31,562.88
13	19.74	39,637.92	36,163.68	32,215.68
14	20.14	40,441.12	36,896.48	32,868.48
15	20.57	41,304.56	37,684.24	33,570.24
16	20.99	42,147.92	38,453.68	34,255.68
17	21.40	42,971.20	39,204.80	34,924.80

New employees may be placed on the schedule from Step 1-6 based on previous office personnel 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: \$13.35