

**INDEPENDENCE SCHOOL DISTRICT
OFFICE PERSONNEL
SCALE 5
2020-2021**

Step	HOURLY	12 MONTH	11 MONTH	10 MONTH
1	14.38	28,875.04	26,344.16	23,468.16
2	14.80	29,718.40	27,113.60	24,153.60
3	15.20	30,521.60	27,846.40	24,806.40
4	15.62	31,364.96	28,615.84	25,491.84
5	16.01	32,148.08	29,330.32	26,128.32
6	16.44	33,011.52	30,118.08	26,830.08
7	16.83	33,794.64	30,832.56	27,466.56
8	17.25	34,638.00	31,602.00	28,152.00
9	17.65	35,441.20	32,334.80	28,804.80
10	18.07	36,284.56	33,104.24	29,490.24
11	18.46	37,067.68	33,818.72	30,126.72
12	18.87	37,890.96	34,569.84	30,795.84
13	19.27	38,694.16	35,302.64	31,448.64
14	19.68	39,517.44	36,053.76	32,117.76
15	20.08	40,320.64	36,786.56	32,770.56
16	20.51	41,184.08	37,574.32	33,472.32
17	20.91	41,987.28	38,307.12	34,125.12

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