

**INDEPENDENCE SCHOOL DISTRICT  
OFFICE PERSONNEL  
SCALE 1  
2020-2021**

<b>Step</b>	<b>HOURLY</b>	<b>ANNUAL</b>
1	20.13	40,421.04
2	20.74	41,645.92
3	21.32	42,810.56
4	21.91	43,995.28
5	22.48	45,139.84
6	23.09	46,364.72
7	23.69	47,569.52
8	24.25	48,694.00
9	24.84	49,878.72
10	25.44	51,083.52
11	26.04	52,288.32
12	26.61	53,432.88
13	27.20	54,617.60
14	27.81	55,842.48
15	28.40	57,027.20
16	28.98	58,191.84
17	29.57	59,376.56

New employees may be placed on the schedule from Step 1-12 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