

**INDEPENDENCE SCHOOL DISTRICT  
OFFICE PERSONNEL  
SALARY SCHEDULE  
2023-2024**

| Step | Level 1 | Level 2 | Level 3 | Level 4 | Level 5 | Level 6 | Level 7 | Level 8 |
|------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1    | 14.09   | 15.17   | 15.66   | 16.25   | 17.61   | 18.82   | 20.03   | 21.23   |
| 2    | 14.45   | 15.61   | 16.10   | 16.68   | 18.02   | 19.31   | 20.59   | 21.88   |
| 3    | 14.84   | 16.03   | 16.53   | 17.10   | 18.45   | 19.79   | 21.14   | 22.49   |
| 4    | 15.19   | 16.48   | 16.96   | 17.55   | 18.88   | 20.29   | 21.71   | 23.12   |
| 5    | 15.57   | 16.90   | 17.41   | 17.97   | 19.32   | 20.79   | 22.25   | 23.74   |
| 6    | 15.94   | 17.34   | 17.83   | 18.40   | 19.73   | 21.27   | 22.82   | 24.36   |
| 7    | 16.31   | 17.76   | 18.25   | 18.84   | 20.16   | 21.77   | 23.38   | 24.97   |
| 8    | 16.67   | 18.20   | 18.69   | 19.28   | 20.61   | 22.28   | 23.93   | 25.59   |
| 9    | 17.04   | 18.63   | 19.11   | 19.69   | 21.04   | 22.76   | 24.49   | 26.21   |
| 10   | 17.43   | 19.06   | 19.54   | 20.12   | 21.48   | 23.27   | 25.04   | 26.84   |
| 11   | 17.80   | 19.48   | 19.97   | 20.55   | 21.90   | 23.76   | 25.62   | 27.48   |
| 12   | 18.15   | 19.91   | 20.41   | 20.99   | 22.34   | 24.25   | 26.17   | 28.07   |
| 13   | 18.51   | 20.33   | 20.83   | 21.43   | 22.76   | 24.73   | 26.72   | 28.69   |
| 14   | 18.89   | 20.76   | 21.24   | 21.85   | 23.18   | 25.24   | 27.28   | 29.34   |
| 15   | 19.28   | 21.18   | 21.70   | 22.29   | 23.59   | 25.72   | 27.84   | 29.97   |
| 16   | 19.63   | 21.64   | 22.15   | 22.69   | 24.03   | 26.22   | 28.40   | 30.58   |
| 17   | 20.02   | 22.06   | 22.58   | 23.12   | 24.46   | 26.71   | 28.96   | 31.21   |
| 18   | 20.39   | 22.50   | 23.02   | 23.54   | 24.88   | 27.20   | 29.51   | 31.83   |
| 19   | 20.77   | 22.94   | 23.45   | 23.98   | 25.32   | 27.70   | 30.07   | 32.46   |

- 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: \$14.09