

**INDEPENDENCE SCHOOL DISTRICT
OFFICE PERSONNEL
SCALE 1
2016-2017**

STEP	HOURLY	ANNUAL
1	19.26	38,674
2	19.82	39,799
3	20.42	41,003
4	20.99	42,148
5	21.58	43,333
6	22.14	44,457
7	22.74	45,662
8	23.32	46,827
9	23.88	47,951
10	24.46	49,116
11	25.05	50,300
12	25.64	51,485
13	26.21	52,630
14	26.78	53,774
15	27.38	54,979
16	27.96	56,144
17	28.54	57,308

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: \$12.80