

**INDEPENDENCE SCHOOL DISTRICT
OFFICE PERSONNEL
SCALE 3
2016-2017**

STEP	HOURLY	12 MONTH	11 MONTH	10 MONTH
1	14.77	29,658	27,177	24,105
2	15.17	30,461	27,913	24,757
3	15.57	31,265	28,649	25,410
4	15.97	32,068	29,385	26,063
5	16.38	32,891	30,139	26,732
6	16.77	33,674	30,857	27,369
7	17.17	34,477	31,593	28,021
8	17.59	35,321	32,366	28,707
9	17.99	36,124	33,102	29,360
10	18.38	36,907	33,819	29,996
11	18.78	37,710	34,555	30,649
12	19.19	38,534	35,310	31,318
13	19.59	39,337	36,046	31,971
14	19.99	40,140	36,782	32,624
15	20.39	40,943	37,518	33,276
16	20.80	41,766	38,272	33,946
17	21.18	42,529	38,971	34,566

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: \$12.80