

**INDEPENDENCE SCHOOL DISTRICT
OFFICE PERSONNEL
SCALE 3
2018-2019**

STEP	HOURLY	12 MONTH	11 MONTH	10 MONTH
1	15.21	30,420.00	27,864.72	24,822.72
2	15.61	31,220.00	28,597.52	25,475.52
3	16.01	32,020.00	29,330.32	26,128.32
4	16.43	32,860.00	30,099.76	26,813.76
5	16.82	33,640.00	30,814.24	27,450.24
6	17.22	34,440.00	31,547.04	28,103.04
7	17.64	35,280.00	32,316.48	28,788.48
8	18.04	36,080.00	33,049.28	29,441.28
9	18.43	36,860.00	33,763.76	30,077.76
10	18.83	37,660.00	34,496.56	30,730.56
11	19.24	38,480.00	35,247.68	31,399.68
12	19.64	39,280.00	35,980.48	32,052.48
13	20.05	40,100.00	36,731.60	32,721.60
14	20.45	40,900.00	37,464.40	33,374.40
15	20.86	41,720.00	38,215.52	34,043.52
16	21.24	42,480.00	38,911.68	34,663.68
17	21.64	43,280.00	39,644.48	35,316.48

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: \$13.18