

**INDEPENDENCE SCHOOL DISTRICT  
OFFICE PERSONNEL  
SCALE 5  
2016-2017**

<b>STEP</b>	<b>HOURLY</b>	<b>12 MONTH</b>	<b>11 MONTH</b>	<b>10 MONTH</b>
1	13.78	27,670	25,355	22,489
2	14.16	28,433	26,054	23,109
3	14.57	29,257	26,809	23,778
4	14.97	30,060	27,545	24,431
5	15.38	30,883	28,299	25,100
6	15.77	31,666	29,017	25,737
7	16.18	32,489	29,771	26,406
8	16.57	33,273	30,489	27,042
9	16.98	34,096	31,243	27,711
10	17.38	34,899	31,979	28,364
11	17.79	35,722	32,734	29,033
12	18.18	36,505	33,451	29,670
13	18.58	37,309	34,187	30,323
14	18.98	38,112	34,923	30,975
15	19.38	38,915	35,659	31,628
16	19.77	39,698	36,377	32,265
17	20.19	40,542	37,150	32,950

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