

**INDEPENDENCE SCHOOL DISTRICT  
OFFICE PERSONNEL  
SCALE 5  
2019-2020**

| <b>Step</b> | <b>HOURLY</b> | <b>12 MONTH</b> | <b>11 MONTH</b> | <b>10 MONTH</b> |
|-------------|---------------|-----------------|-----------------|-----------------|
| 1           | 14.38         | 28,875.04       | 26,344.16       | 23,468.16       |
| 2           | 14.80         | 29,718.40       | 27,113.60       | 24,153.60       |
| 3           | 15.20         | 30,521.60       | 27,846.40       | 24,806.40       |
| 4           | 15.62         | 31,364.96       | 28,615.84       | 25,491.84       |
| 5           | 16.01         | 32,148.08       | 29,330.32       | 26,128.32       |
| 6           | 16.44         | 33,011.52       | 30,118.08       | 26,830.08       |
| 7           | 16.83         | 33,794.64       | 30,832.56       | 27,466.56       |
| 8           | 17.25         | 34,638.00       | 31,602.00       | 28,152.00       |
| 9           | 17.65         | 35,441.20       | 32,334.80       | 28,804.80       |
| 10          | 18.07         | 36,284.56       | 33,104.24       | 29,490.24       |
| 11          | 18.46         | 37,067.68       | 33,818.72       | 30,126.72       |
| 12          | 18.87         | 37,890.96       | 34,569.84       | 30,795.84       |
| 13          | 19.27         | 38,694.16       | 35,302.64       | 31,448.64       |
| 14          | 19.68         | 39,517.44       | 36,053.76       | 32,117.76       |
| 15          | 20.08         | 40,320.64       | 36,786.56       | 32,770.56       |
| 16          | 20.51         | 41,184.08       | 37,574.32       | 33,472.32       |
| 17          | 20.91         | 41,987.28       | 38,307.12       | 34,125.12       |

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: \$13.35