

**INDEPENDENCE SCHOOL DISTRICT  
OFFICE PERSONNEL  
SCALE 2  
2019-2020**

<b>Step</b>	<b>HOURLY</b>	<b>ANNUAL</b>
1	16.69	33,513.52
2	17.08	34,296.64
3	17.49	35,119.92
4	17.90	35,943.20
5	18.31	36,766.48
6	18.70	37,549.60
7	19.02	38,192.16
8	19.54	39,236.32
9	19.94	40,039.52
10	20.35	40,862.80
11	20.76	41,686.08
12	21.17	42,509.36
13	21.55	43,272.40
14	21.97	44,115.76
15	22.37	44,918.96
16	22.78	45,742.24
17	23.18	46,545.44

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