

**INDEPENDENCE SCHOOL DISTRICT  
OFFICE PERSONNEL  
SCALE 3  
2017-2018**

<b>STEP</b>	<b>HOURLY</b>	<b>12 MONTH</b>	<b>11 MONTH</b>	<b>10 MONTH</b>
1	14.81	29,738.48	27,131.92	24,169.92
2	15.21	30,541.68	27,864.72	24,822.72
3	15.61	31,344.88	28,597.52	25,475.52
4	16.01	32,148.08	29,330.32	26,128.32
5	16.43	32,991.44	30,099.76	26,813.76
6	16.82	33,774.56	30,814.24	27,450.24
7	17.22	34,577.76	31,547.04	28,103.04
8	17.64	35,421.12	32,316.48	28,788.48
9	18.04	36,224.32	33,049.28	29,441.28
10	18.43	37,007.44	33,763.76	30,077.76
11	18.83	37,810.64	34,496.56	30,730.56
12	19.24	38,633.92	35,247.68	31,399.68
13	19.64	39,437.12	35,980.48	32,052.48
14	20.05	40,260.40	36,731.60	32,721.60
15	20.45	41,063.60	37,464.40	33,374.40
16	20.86	41,886.88	38,215.52	34,043.52
17	21.24	42,649.92	38,911.68	34,663.68

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: \$12.84