

**INDEPENDENCE SCHOOL DISTRICT
OFFICE PERSONNEL
SCALE 4
2016-2017**

STEP	HOURLY	12 MONTH	11 MONTH	10 MONTH
1	14.22	28,554	26,165	23,207
2	14.62	29,357	26,901	23,860
3	15.04	30,200	27,674	24,545
4	15.43	30,983	28,391	25,182
5	15.83	31,787	29,127	25,835
6	16.24	32,610	29,882	26,504
7	16.64	33,413	30,618	27,156
8	17.03	34,196	31,335	27,793
9	17.44	35,020	32,090	28,462
10	17.85	35,843	32,844	29,131
11	18.24	36,626	33,562	29,768
12	18.63	37,415	34,285	30,409
13	19.05	38,252	35,052	31,090
14	19.44	39,036	35,770	31,726
15	19.83	39,819	36,487	32,363
16	20.25	40,662	37,260	33,048
17	20.67	41,505	38,033	33,733

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