

**INDEPENDENCE SCHOOL DISTRICT
OFFICE PERSONNEL
SCALE 4
2017-2018**

STEP	HOURLY	12 MONTH	11 MONTH	10 MONTH
1	14.26	28,634.08	26,124.32	23,272.32
2	14.66	29,437.28	26,857.12	23,925.12
3	15.08	30,280.64	27,626.56	24,610.56
4	15.47	31,063.76	28,341.04	25,247.04
5	15.87	31,866.96	29,073.84	25,899.84
6	16.29	32,710.32	29,843.28	26,585.28
7	16.69	33,513.52	30,576.08	27,238.08
8	17.08	34,296.64	31,290.56	27,874.56
9	17.49	35,119.92	32,041.68	28,543.68
10	17.90	35,943.20	32,792.80	29,212.80
11	18.29	36,726.32	33,507.28	29,849.28
12	18.68	37,509.44	34,221.76	30,485.76
13	19.10	38,352.80	34,991.20	31,171.20
14	19.49	39,135.92	35,705.68	31,807.68
15	19.89	39,939.12	36,438.48	32,460.48
16	20.31	40,782.48	37,207.92	33,145.92
17	20.73	41,625.84	37,977.36	33,831.36

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