

**INDEPENDENCE SCHOOL DISTRICT  
OFFICE PERSONNEL  
SCALE 4  
2018-2019**

<b>STEP</b>	<b>HOURLY</b>	<b>12 MONTH</b>	<b>11 MONTH</b>	<b>10 MONTH</b>
1	14.66	29,320.00	26,857.12	23,925.12
2	15.08	30,160.00	27,626.56	24,610.56
3	15.47	30,940.00	28,341.04	25,247.04
4	15.87	31,740.00	29,073.84	25,899.84
5	16.29	32,580.00	29,843.28	26,585.28
6	16.69	33,380.00	30,576.08	27,238.08
7	17.08	34,160.00	31,290.56	27,874.56
8	17.49	34,980.00	32,041.68	28,543.68
9	17.90	35,800.00	32,792.80	29,212.80
10	18.29	36,580.00	33,507.28	29,849.28
11	18.68	37,360.00	34,221.76	30,485.76
12	19.10	38,200.00	34,991.20	31,171.20
13	19.49	38,980.00	35,705.68	31,807.68
14	19.89	39,780.00	36,438.48	32,460.48
15	20.31	40,620.00	37,207.92	33,145.92
16	20.73	41,460.00	37,977.36	33,831.36
17	21.13	42,260.00	38,710.16	34,484.16

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: \$13.18