

**INDEPENDENCE SCHOOL DISTRICT
OFFICE PERSONNEL
SALARY SCHEDULE
2025-2026**

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
1	15.12	16.29	16.80	17.45	18.90	20.20	21.50	22.79
2	15.52	16.75	17.27	17.92	19.34	20.73	22.11	23.47
3	15.93	17.20	17.75	18.35	19.81	21.24	22.69	24.15
4	16.32	17.70	18.21	18.83	20.26	21.78	23.30	24.82
5	16.71	18.14	18.68	19.29	20.74	22.32	23.89	25.48
6	17.11	18.61	19.14	19.75	21.18	22.83	24.49	26.15
7	17.51	19.06	19.60	20.22	21.64	23.37	25.09	26.81
8	17.91	19.55	20.07	20.70	22.13	23.92	25.69	27.46
9	18.29	20.00	20.52	21.14	22.59	24.43	26.30	28.14
10	18.71	20.46	20.98	21.60	23.06	24.98	26.88	28.81
11	19.11	20.91	21.43	22.07	23.50	25.50	27.49	29.50
12	19.49	21.36	21.90	22.54	23.98	26.03	28.09	30.13
13	19.87	21.82	22.36	23.00	24.43	26.55	28.68	30.79
14	20.27	22.29	22.80	23.45	24.88	27.09	29.29	31.49
15	20.70	22.74	23.29	23.93	25.32	27.61	29.89	32.18
16	21.07	23.22	23.78	24.36	25.80	28.15	30.49	32.81
17	21.49	23.69	24.24	24.82	26.27	28.67	31.09	33.51
18	21.88	24.16	24.71	25.27	26.71	29.20	31.67	34.17
19	22.30	24.63	25.18	25.75	27.18	29.74	32.28	34.85
20	22.70	25.09	25.64	26.22	27.66	30.27	32.88	35.52
21	23.10	25.55	26.09	26.68	28.12	30.81	33.47	36.19

- Level 1** - Office Clerk, Transportation Discipline/Billing Clerk
Level 2 - Attendance Secretary, Health Clerk, School/Building Secretary
Level 3 - Admissions Office, Building Bookkeeper/Secretary, Publications Clerk, Spanish Support Secretary
Level 4 - District Program Secretary, District Purchasing Clerk, District Receptionist, Fixed Asset Clerk, Health Screener, Principal's Secretary,
Level 5 - District Accounts Payable Clerk, District Accounts Receivable Clerk, District Department Bookkeeper, District Department Secretary, Spanish Interpreter
Level 6 - Administrative Secretary, Benefits Clerk, District Accounts Payable Specialist, District Accounts Receivable Specialist, Payroll Clerk
Level 7 - Benefits Specialist, District Accounting Specialist, Human Resource Assistant, Payroll Specialist
Level 8 - Administrative Assistant, Senior Accounting Specialist

Levels 1-8: New employees may be placed on the schedule from Step 1-6 based on previous office personnel experience.

Levels 5-8: New employees may be placed on the schedule from Step 1-12 based on previous job related 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: \$15.12