INDEPENDENCE SCHOOL DISTRICT
OFFICE PERSONNEL
SALARY SCHEDULE
2026-2027

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
1	15.36	16.54	17.06	17.72	19.19	20.52	21.84	23.15
2	15.76	17.01	17.54	18.20	19.64	21.05	22.45	23.85
3	16.18	17.47	18.03	18.64	20.12	21.57	23.04	24.53
4	16.57	17.98	18.49	19.12	20.58	22.12	23.66	25.21
5	16.97	18.42	18.97	19.59	21.06	22.67	24.26	25.88
6	17.38	18.90	19.44	20.06	21.51	23.19	24.87	26.56
7	17.78	19.36	19.91	20.54	21.98	23.73	25.48	27.23
8	18.19	19.86	20.38	21.02	22.48	24.29	26.09	27.89
9	18.58	20.31	20.84	21.47	22.94	24.81	26.71	28.58
10	19.00	20.78	21.31	21.94	23.42	25.37	27.30	29.26
11	19.41	21.24	21.76	22.41	23.87	25.90	27.92	29.96
12	19.79	21.69	22.24	22.89	24.35	26.44	28.53	30.60
13	20.18	22.16	22.71	23.36	24.81	26.96	29.13	31.27
14	20.59	22.64	23.16	23.82	25.27	27.51	29.75	31.97
15	21.02	23.09	23.65	24.30	25.72	28.04	30.36	32.67
16	21.40	23.58	24.15	24.74	26.20	28.59	30.97	33.32
17	21.83	24.06	24.62	25.21	26.68	29.12	31.58	34.03
18	22.22	24.54	25.10	25.66	27.13	29.66	32.16	34.70
19	22.65	25.01	25.57	26.15	27.60	30.20	32.78	35.39
20	23.05	25.48	26.04	26.63	28.09	30.74	33.39	36.07
21	23.46	25.95	26.50	27.10	28.56	31.29	33.99	36.75
22	23.87	26.42	26.96	27.56	29.03	31.84	34.60	37.44

Level 1 - Office Clerk, Transportation Discipline/Billing Clerk

Level 2 - Attendance Secretary, Health Clerk, School/Building Secretary

Level 3 - Admissions Office Secretary, Building Bookkeeper/Secretary, Publications Clerk, Spanish Support Secretary

Level 4 - Admissions Office Specialist, District Program Secretary, District Purchasing Clerk, District Receptionist, Fixed Asset Clerk, Health Screener, Principal's Secretary, Foundation Coordinator Assistant

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: $15.36