

**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, Publications Specialist, 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