

**INDEPENDENCE SCHOOL DISTRICT  
FACILITIES  
SALARY SCHEDULE  
2022-2023**

Step	Custodian	Full Time Sub Custodian	Small Elem	Large Elem	Middle Schools & Academy	High Schools	Wrhse/ Grounds	Grds/Maint	Maint*
1	15.62	15.72	16.34	16.76	17.28	17.81	16.45	17.54	20.09
2	16.14	16.24	16.86	17.28	17.81	18.33	16.97	18.06	20.62
3	16.66	16.76	17.39	17.81	18.33	18.84	17.49	18.58	21.14
4	17.18	17.28	17.91	18.33	18.84	19.36	18.01	19.10	21.65
5	17.69	17.81	18.43	18.84	19.36	19.88	18.53	19.62	22.17
6	18.21	18.33	18.95	19.36	19.88	20.40	19.05	20.15	22.69
7	18.74	18.84	19.47	19.88	20.40	20.92	19.57	20.67	23.21
8	19.26	19.36	19.99	20.40	20.92	21.44	20.09	21.19	23.73
9	19.78	19.88	20.50	20.92	21.44	21.96	20.62	21.71	24.25
10	20.30	20.40	21.02	21.44	21.96	22.49	21.14	22.23	24.78
11	20.82	20.92	21.55	21.96	22.49	23.01	21.65	22.74	25.30
12	21.34	21.44	22.07	22.49	23.01	23.53	22.17	23.29	25.82
13	21.86	21.96	22.59	23.01	23.53	24.05	22.69	23.78	26.34
14	22.38	22.49	23.11	23.53	24.05	24.57	23.21	24.31	26.86
15	22.91	23.01	23.63	24.05	24.57	25.09	23.73	24.83	27.38
16	23.41	23.51	24.13	24.55	25.07	25.59	24.23	25.33	28.88

Small Elem: Elementary Head Custodians with buildings of less than 55,000 square feet and MS Asst. Head Custodian

Large Elem: Elementary Head Custodians with buildings larger than 55,000 square feet and HS Asst. Head Custodian

\*Facilities Employees completing advanced training in requested areas of maintenance will receive \$1.00 more per hour for initial certification and \$1.50 more per hour for multiple certifications.

New employees may enter the scale from Step 1 to 7 based on previous experience or specialized skills.

Part Time Custodian	\$ 13.75
Part Time Sub Custodian	\$ 13.75
Sub Maintenance/Grounds	\$ 13.75
Custodial Trainee	\$ 12.00