

**INDEPENDENCE SCHOOL DISTRICT
FACILITIES
SALARY SCHEDULE
2018-2019**

| Step | NS/Cust | Custodian | Full Time Sub Custodian | Small Elem | Large Elem | Middle Schools & Academy | High Schools | Wrhse/ Grounds | Grds/Maint | Maint* |
|------|---------|-----------|-------------------------|------------|------------|--------------------------|--------------|----------------|------------|--------|
| 1 | 12.12 | 14.49 | 14.64 | 15.15 | 15.54 | 16.07 | 16.56 | 15.29 | 16.33 | 18.73 |
| 2 | 12.63 | 15.00 | 15.16 | 15.66 | 16.07 | 16.59 | 17.08 | 15.81 | 16.84 | 19.25 |
| 3 | 13.15 | 15.52 | 15.67 | 16.19 | 16.59 | 17.11 | 17.61 | 16.34 | 17.35 | 19.75 |
| 4 | 13.66 | 16.05 | 16.20 | 16.71 | 17.11 | 17.64 | 18.12 | 16.86 | 17.86 | 20.27 |
| 5 | 14.16 | 16.57 | 16.72 | 17.23 | 17.64 | 18.15 | 18.64 | 17.38 | 18.36 | 20.78 |
| 6 | 14.68 | 17.09 | 17.24 | 17.76 | 18.15 | 18.67 | 19.16 | 17.90 | 18.88 | 21.29 |
| 7 | 15.19 | 17.62 | 17.77 | 18.27 | 18.67 | 19.19 | 19.68 | 18.42 | 19.39 | 21.81 |
| 8 | 15.69 | 18.13 | 18.28 | 18.80 | 19.19 | 19.71 | 20.21 | 18.94 | 19.90 | 22.31 |
| 9 | 16.22 | 18.65 | 18.81 | 19.32 | 19.71 | 20.24 | 20.73 | 19.46 | 20.42 | 22.82 |
| 10 | 16.72 | 19.17 | 19.33 | 19.84 | 20.24 | 20.76 | 21.25 | 19.98 | 20.93 | 23.34 |
| 11 | 17.23 | 19.69 | 19.85 | 20.37 | 20.76 | 21.28 | 21.77 | 20.51 | 21.43 | 23.85 |
| 12 | 17.75 | 20.22 | 20.38 | 20.89 | 21.28 | 21.81 | 22.29 | 21.03 | 21.95 | 24.36 |
| 13 | 18.27 | 20.75 | 20.90 | 21.41 | 21.81 | 22.33 | 22.81 | 21.55 | 22.47 | 24.89 |
| 14 | 18.80 | 21.27 | 21.42 | 21.94 | 22.33 | 22.85 | 23.34 | 22.08 | 22.99 | 25.41 |

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.

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| Part Time Custodian | \$ 12.26 |
| Part Time Sub Custodian | \$ 12.26 |
| Sub Maintenance/Grounds | \$ 12.26 |
| Custodial Trainee | \$ 10.81 |