

**INDEPENDENCE SCHOOL DISTRICT
FACILITIES
SALARY SCHEDULE
2025-2026**

Step	Custodian	Full Time Sub Custodian	Small Elem	Large Elem	Middle Schools & Academy	High Schools	MS / HS Night Custodian	Wrhse/ Grounds	Grds/Maint	Maint*
1	16.91	17.01	17.73	18.19	18.70	19.26	17.41	17.78	19.01	21.73
2	17.48	17.58	18.29	18.75	19.26	19.83	17.98	18.34	19.58	22.29
3	18.04	18.14	18.85	19.31	19.83	20.39	18.54	18.91	20.14	22.85
4	18.60	18.70	19.42	19.88	20.39	20.95	19.10	19.48	20.70	23.41
5	19.16	19.26	19.99	20.45	20.95	21.53	19.66	20.04	21.26	23.98
6	19.73	19.83	20.55	21.01	21.53	22.09	20.23	20.60	21.83	24.54
7	20.29	20.39	21.11	21.58	22.09	22.65	20.79	21.16	22.39	25.11
8	20.85	20.95	21.68	22.14	22.65	23.21	21.35	21.73	22.95	25.68
9	21.41	21.53	22.24	22.70	23.21	23.78	21.91	22.29	23.51	26.24
10	21.98	22.09	22.80	23.26	23.78	24.34	22.48	22.85	24.09	26.80
11	22.55	22.65	23.36	23.83	24.34	24.90	23.05	23.41	24.65	27.36
12	23.11	23.21	23.93	24.39	24.90	25.46	23.61	23.98	25.21	27.93
13	23.68	23.78	24.49	24.95	25.46	26.03	24.18	24.54	25.78	28.49
14	24.24	24.34	25.05	25.51	26.03	26.59	24.74	25.11	26.34	29.05
15	24.80	24.90	25.63	26.08	26.59	27.15	25.30	25.68	26.90	29.61
16	25.36	25.46	26.19	26.64	27.21	27.73	25.86	26.24	27.46	30.18
17	25.93	26.03	26.75	27.21	27.78	28.29	26.43	26.80	28.03	30.74
18	26.49	26.59	27.31	27.78	28.34	28.85	26.99	27.36	28.59	31.30
19	27.05	27.15	27.88	28.34	28.90	29.41	27.55	27.93	29.15	31.88

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 \$2.00 more per hour for initial certification and \$2.50 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	\$ 16.50
Part Time Sub Custodian	\$ 16.50
Sub Maintenance/Grounds	\$ 16.50
Custodial Trainer Stipend	\$ 1.00