



**MAINTENANCE PAY STRUCTURE  
2023-2024**

|                              |                                    |   |                        |          |          |
|------------------------------|------------------------------------|---|------------------------|----------|----------|
| <b>Pay Grade</b><br><b>1</b> | Custodian (Starting at \$12.24/hr) | <b>Minimum      Midpoint      Maximum</b> |                        |          |          |
|                              |                                    | <b>Hourly</b>                             | \$ 11.16               | \$ 12.90 | \$ 14.64 |
|                              |                                    | <b>Custodian</b>                          | \$ 12.24 /hr. starting |          |          |

|                              |   |   |                        |          |          |
|------------------------------|---|---|------------------------|----------|----------|
| <b>Pay Grade</b><br><b>2</b> | Custodian - Transportation (Starting at \$12.24/hr) | <b>Minimum      Midpoint      Maximum</b> |                        |          |          |
|                              |   | <b>Hourly</b>                             | \$ 12.00               | \$ 15.25 | \$ 18.50 |
|                              |   | <b>Custodian</b>                          | \$ 12.24 /hr. starting |          |          |

|                              |   |   |          |          |          |
|------------------------------|---|---|----------|----------|----------|
| <b>Pay Grade</b><br><b>3</b> | Asst. Custodial Equipment Repair<br>Asst. Lead Custodian - Education Service Center<br>Asst. Lead Custodian - Intermediate<br>Clerk/Dispatch<br>Custodial Equipment Repair Assistant<br>Energy Management Clerk<br>Facility Custodian/Office Assistant<br>Lead Custodian - Elementary<br>Lead Custodian - Floater | <b>Minimum      Midpoint      Maximum</b> |          |          |          |
|                              |   | <b>Hourly</b>                             | \$ 13.79 | \$ 16.65 | \$ 19.52 |
|                              |   |   |          |          |          |

|                              |   |   |          |          |          |
|------------------------------|---|---|----------|----------|----------|
| <b>Pay Grade</b><br><b>4</b> | Asst. Lead Custodian - HS<br>Athletic Grounds Worker<br>Building Automation Controls Assistant<br>Custodial Trainer<br>Delivery Driver<br>General Craftsman Helper<br>HVAC Filter Technician<br>Lead Custodian - ESC/LSC/Clear Path<br>Lead Custodian - Intermediate<br>Painter<br>Parts Assistant<br>Plumber Assistant | <b>Minimum      Midpoint      Maximum</b> |          |          |          |
|                              |   | <b>Hourly</b>                             | \$ 15.84 | \$ 19.11 | \$ 22.38 |
|                              |   |   |          |          |          |

|                              |  |   |          |          |          |
|------------------------------|--|---|----------|----------|----------|
| <b>Pay Grade</b><br><b>5</b> | Clerk, Budget / Dispatch<br>Clerk, Payroll<br>Custodial Equipment Repair Technician<br>Energy Management Technician Assistant<br>HVAC Vent Technician<br>Landscape Irrigation Technician<br>Lead Custodian - HS<br>Locksmith Helper<br>Roofer<br>Safety System Technician<br>Security Supervisor | <b>Minimum      Midpoint      Maximum</b> |          |          |          |
|                              |  | <b>Hourly</b>                             | \$ 18.42 | \$ 22.28 | \$ 26.14 |
|                              |  |   |          |          |          |



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|                       |   |                |    |       |                 |       |    |                |  |  |
|-----------------------|---|----------------|----|-------|-----------------|-------|----|----------------|--|--|
| <b>Pay Grade</b><br>6 | Apprentice Electrician<br>Carpenter Craftsman<br>Manager, Agriculture Facility<br>Pesticide Applicator<br>Small Engine/Appliance Repair<br>Specialist, Production Print Shop<br>Specialist, Production Teacher Center | <b>Minimum</b> |    |       | <b>Midpoint</b> |       |    | <b>Maximum</b> |  |  |
|                       |   | <b>Hourly</b>  | \$ | 19.70 | \$              | 23.81 | \$ | 27.93          |  |  |

|                       |  |                |    |       |                 |       |    |                |  |  |
|-----------------------|--|----------------|----|-------|-----------------|-------|----|----------------|--|--|
| <b>Pay Grade</b><br>7 | Electronics Technician<br>Energy Management Technician<br>Fire Alarm Technician<br>IPM Coordinator<br>Lead Athletic Grounds Worker<br>Locksmith<br>Plumber<br>Stadium Manager<br>Warehouse Manager<br>Water Treatment Technician | <b>Minimum</b> |    |       | <b>Midpoint</b> |       |    | <b>Maximum</b> |  |  |
|                       |  | <b>Hourly</b>  | \$ | 22.57 | \$              | 27.32 | \$ | 32.08          |  |  |

|                       |  |                |    |       |                 |       |    |                |  |  |
|-----------------------|--|----------------|----|-------|-----------------|-------|----|----------------|--|--|
| <b>Pay Grade</b><br>8 | HVAC Technician<br>IPM/Landscape Management Supervisor<br>Journeyman Electrician<br>Journeyman Plumber<br>Lead Carpenter Craftsman | <b>Minimum</b> |    |       | <b>Midpoint</b> |       |    | <b>Maximum</b> |  |  |
|                       |  | <b>Hourly</b>  | \$ | 25.93 | \$              | 31.37 | \$ | 36.80          |  |  |

|                       |   |                |    |       |                 |       |    |                |  |  |
|-----------------------|---|----------------|----|-------|-----------------|-------|----|----------------|--|--|
| <b>Pay Grade</b><br>9 | HVAC Chiller Mechanic<br>HVAC Lead Technician<br>Master Electrician<br>Master Plumber | <b>Minimum</b> |    |       | <b>Midpoint</b> |       |    | <b>Maximum</b> |  |  |
|                       |   | <b>Hourly</b>  | \$ | 29.04 | \$              | 35.23 | \$ | 41.42          |  |  |