APPENDIX B

IOWA CITY COMMUNITY SCHOOL DISTRICT
SERVICE EMPLOYEES
2025-2026 SALARY SCHEDULE

2025-2026 – Class C Wages													
Group 1		**Group 2**		**Group 3**		**Group 4**		**Group 5**		**Group 6**		**Group 7**	
Custodian		Night Custodian		Night Sub Custodian Head Night Custodian Middle School		Head Custodian Elementary		Head Night Custodian - High School Head Custodian - Tate		Head Day Custodian - Middle School		Head Custodian - High School	
Step 1	$ 21.50	Step 1	21.79	Step 1	22.35	Step 1	22.58	Step 1	22.92	Step 1	23.15	Step 1	24.90
Step 2	$ 21.95	Step 2	22.24	Step 2	22.81	Step 2	23.03	Step 2	23.38	Step 2	23.60	Step 2	25.34
Step 3	$ 22.41	Step 3	22.69	Step 3	23.26	Step 3	23.49	Step 3	23.83	Step 3	24.04	Step 3	25.81
Step 4	$ 22.86	Step 4	23.15	Step 4	23.70	Step 4	23.94	Step 4	24.28	Step 4	24.51	Step 4	26.26
				Off	24.04								

The 2025-2026 fiscal work year will contain 2080 hours (260 days).

2025-2026 – Class S Wages		
Note: All Groups B through F must meet the requirements of the previous level to qualify for advancement to the next highest Group. Experience can be with the District or in a closely related industry position.		
CRAFTS A – $24.55		
Crafts Level Assistant	**Grounds Maintenance 1**	**Maintenance 1**
Beginning level, one year or less of crafts experience, commit to apprenticeship or training program	Less than 2 years' experience	Less than 2 years' experience
Cabinetmaker Assistant Carpenter Assistant Controls Technician Assistant Electrician Assistant Finisher Assistant HVAC Assistant Locksmith Assistant Painter Assistant	Grounds Maintenance 1	Maintenance 1

Plumber Assistant Preventive Maintenance Assistant Vehicle Mechanic Assistant		
CRAFTS B – $28.45		
Crafts Level 1	**Grounds Maintenance 2**	**Maintenance 2**
Part of apprenticeship program with less than 2 years' experience	Minimum 2 years' experience	Minimum 2 years' experience
Cabinetmaker 1 Carpenter 1 Controls Technician Assistant 1 Electrician 1 Finisher 1 Day Substitute HVAC 1 Locksmith 1 Mail Carrier Painter 1 Plumber 1 Preventive Maintenance 1 Vehicle Mechanic 1 Food Driver	Grounds Maintenance 2	Maintenance 2
CRAFTS C – $29.70		
Crafts Level 2	**Grounds Maintenance 3**	**Maintenance 3**
Third year of apprenticeship or complete two years of trade school	Minimum 3 years' experience and Iowa Dot Applicators License	Minimum 3 years' experience
Cabinetmaker 2 Carpenter 2 Controls Technician Assistant 2 Electrician 2 Finisher 2 HVAC 2 Locksmith 2 Painter 2 Plumber 2 Preventive Maintenance 2 Refuse / Repairman Vehicle Mechanic 2 Warehouseman	Grounds Maintenance 3	Maintenance 3
CRAFTS D – $30.38		
Crafts Level 3	**Grounds Maintenance 4**	**Maintenance 4**

Fourth year of apprenticeship or two years of trade school plus two years' experience	Minimum 4 years' experience and actively engaged in Turf Management program or equal	Minimum 5 years' experience
Cabinetmaker 3 Carpenter 3 Controls Technician Assistant 3 Electrician 3 Finisher 3 HVAC 3 Locksmith 3 Painter 3 Plumber 3 Preventive Maintenance 3 Vehicle Mechanic 3 Lead Day Sub	Grounds Maintenance 4	Maintenance 4
CRAFTS E – $31.40		
Crafts Journeyman 1	**Grounds Maintenance 5**	**Maintenance 5**
Minimum 5 years' experience and/or Journeyman designation by recognized Trade Union or Association or trade school plus 3 years' experience and recommended by Facilities Management Director	Minimum 5 years' experience with Turf Management AA Degree or equivalent Turf Specialist	Minimum 8 years' experience
Carpenter Journeyman 1 Cabinetmaker Journeyman 1 Controls Technician Journeyman 1 Electrician Journeyman 1 Finisher Journeyman 1 HVAC Journeyman 1 Locksmith Journeyman 1 Painter Journeyman 1 Plumber Journeyman 1 Preventive Maintenance Journeyman 1 Vehicle Mechanic Journeyman 1 District Head Custodian	Grounds Maintenance 5	Maintenance 5
CRAFTS F – $32.53		
Crafts Journeyman 2 (F)		
Minimum 10 years' experience and demonstrated ability to layout, estimate, organize associated trade groups and complete project with little or no supervision and be recommended by Facilities Management Director.		
Carpenter Journeyman 2 Cabinetmaker Journeyman 2 Finisher Journeyman 2		

Locksmith Journeyman 2
Painter Journeyman 2
CRAFTS G – $33.09
Crafts Journeyman 3 (G)
Minimum of 20 years experience and demonstrated leadership capacity to organize other trades and outside vendors to take project from layout to satisfactory completion without supervision and recommendation by Facilities Management Director
Carpenter Journeyman 3
Cabinetmaker Journeyman 3
Finisher Journeyman 3
Locksmith Journeyman 3
Painter Journeyman 3
CRAFTS H – $33.66
Crafts Level Master (H)
Masters License, issued by State of Iowa or ASE Certification
Master Electrician
Master HVAC
Master Control Technician
Master Plumber
Master Mechanic
CRAFTS I – $34.81
Crafts Level Lead
Designated lead crew person, leadership ability, recommended by Facilities Management Director.
Lead Carpenter
Lead Electrician
Lead Grounds Maintenance
Lead HVAC
Lead Controls Technician
Lead Maintenance
Lead Plumber
Lead Preventive Maintenance
Lead Vehicle Mechanic
Lead Painter
Head Food Driver/Warehouseman