INDEPENDENCE SCHOOL DISTRICT
FACILITIES
SALARY SCHEDULE
2026-2027

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	17.17	17.28	18.01	18.47	18.99	19.56	17.68	18.06	19.31	22.07
2	17.75	17.85	18.58	19.04	19.56	20.14	18.26	18.63	19.89	22.64
3	18.32	18.42	19.14	19.61	20.14	20.71	18.83	19.21	20.45	23.21
4	18.89	18.99	19.72	20.19	20.71	21.28	19.40	19.78	21.02	23.78
5	19.46	19.56	20.30	20.77	21.28	21.87	19.97	20.35	21.59	24.35
6	20.04	20.14	20.87	21.34	21.87	22.43	20.55	20.92	22.17	24.92
7	20.61	20.71	21.44	21.92	22.43	23.00	21.11	21.49	22.74	25.50
8	21.18	21.28	22.02	22.49	23.00	23.57	21.68	22.07	23.31	26.08
9	21.74	21.87	22.59	23.05	23.57	24.15	22.25	22.64	23.88	26.65
10	22.32	22.43	23.16	23.62	24.15	24.72	22.83	23.21	24.47	27.22
11	22.90	23.00	23.72	24.20	24.72	25.29	23.41	23.78	25.03	27.79
12	23.47	23.57	24.30	24.77	25.29	25.86	23.98	24.35	25.60	28.37
13	24.05	24.15	24.87	25.34	25.86	26.44	24.56	24.92	26.18	28.93
14	24.62	24.72	25.44	25.91	26.44	27.00	25.13	25.50	26.75	29.50
15	25.19	25.29	26.03	26.49	27.00	27.57	25.69	26.08	27.32	30.07
16	25.76	25.86	26.60	27.06	27.63	28.16	26.26	26.65	27.89	30.65
17	26.33	26.44	27.17	27.63	28.21	28.73	26.84	27.22	28.47	31.22
18	26.90	27.00	27.74	28.21	28.78	29.30	27.41	27.79	29.04	31.79
19	27.47	27.57	28.31	28.78	29.35	29.87	27.98	28.37	29.60	32.38
20	28.04	28.14	28.88	29.35	29.92	30.44	28.55	28.93	29.97	32.74

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
Middle School and High School Assistant Head Custodians/Leads will also receive an additional $0.50 per hour night differential

*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

Revised 9/08/26