

Appendix A.2 Wage Schedule

2020/2021 Wage Schedule

	2020/21						
Job Title	Year 0-4	Year 5-9	Year 10-14	Year 15-20	Year 21+		
Day Custodian	22.00	22.99	24.02	25.10	26.23		
Night Custodian	22.79	23.82	24.89	26.01	27.18		
Middle School Night Lead (includes shift dif)	22.97	24.00	25.08	26.21	27.39		
High School Night Lead (includes shift dif)	23.39	24.44	25.54	26.69	27.89		
Elementary Head Custodian	23.88	24.95	26.07	27.24	28.47		
Middle School Head Custodian	24.27	25.36	26.50	27.69	28.94		
High School Head Custodian	25.12	26.25	27.43	28.66	29.95		
District Head Custodian	26.33	27.51	28.75	30.04	31.39		
Substitute Custodian	22.79						
Maintenance Specialist 1	28.66	29.95	31.30	32.71	34.18		
Maintenance Specialist 2	34.86	36.43	38.07	39.78	41.57		
Maintenance Journeyman	34.86	36.43	38.07	39.78	41.57		
Assistant Grounds Tech (w/o pesticide)	25.67	26.83	28.04	29.30	30.62		
Assistant Grounds Tech/Pesticide Specialist	26.62	27.82	29.07	30.38	31.75		
Lead Grounds Tech	28.66	29.95	31.30	32.71	34.18		
Maintenance Lead Premium above current rate (Supervisor Substitute)	1.00						
Personal Leave Cash-out Rate	15.81						
*Grounds techs who attain the pesticide certification shall be moved to the Assistant Grounds Tech Pesticide Specialist							

12.6.3 Longevity Scale Migration: Effective September 1, 2017, all current employees shall be placed on year 5 of the wage schedule. Effective September 1, 2018, any employee with more years of service than 5 – 9 shall be placed at the next longevity step (10 – 14). Effective September 1, 2019 employees with more years of service than the 10-14 longevity step shall be placed on the next longevity step (15-20). Effective September 1, 2020, any employee with more than 21 years of service shall be placed on the 21+ longevity step.