

Hickman Mills C-1 School District
CUSTODIAL/MAINTENANCE SALARY SCHEDULE

2009 - 2010

	Class I	Class II	Class III	Class IV
Step 1	24,960	25,709	26,609	27,673
Step 2	25,709	26,480	27,407	28,503
Step 3	26,480	27,275	28,229	29,358
Step 4	27,274	28,093	29,076	30,239
Step 5	28,093	28,936	29,949	31,146
Step 6	28,935	29,804	30,847	32,081
Step 7	29,804	30,698	31,773	33,043
Step 8	30,698	31,619	32,726	34,034
Step 9	31,619	32,567	33,707	35,055
Step 10	32,567	33,544	34,719	36,107
Step 11	33,544	34,551	35,760	37,190
Step 12	34,550	35,587	36,833	38,306
Step 13	35,587	36,655	37,938	39,455
Step 14	36,655	37,755	39,076	40,639
Step 15	37,754	38,887	40,248	41,858
Step 16	38,509	39,665	41,053	42,695
Step 17	39,280	40,458	41,875	43,549
Step 18	40,065	41,267	42,712	44,420
Step 19	40,866	42,093	43,566	45,308
Step 20	41,684	42,935	44,438	46,214
Step 21	42,517	43,793	45,326	47,139
Step 22	43,368	44,669	46,233	48,082
Step 23	44,235	45,563	47,158	49,043
Step 24	45,120	46,474	48,101	50,024
Step 25	46,022	47,403	49,063	51,025
Step 26	46,713	48,114	49,799	51,790
Step 27	47,413	48,836	50,546	52,567
Step 28	48,124	49,569	51,304	53,355
Step 29	48,846	50,312	52,073	54,156
Step 30	49,579	51,067	52,854	54,968

Increments are considered a merit increase and do not necessarily coincide with years of service. Vertical advancement on the salary chart is limited to one increment per school year.

In addition to the custodian or maintenance man's position on the salary derivation chart, each full-time employee (30+ hours/week) is eligible for:

BENEFITS:

- A. A premium for each month the employee has a current billing from the designated company (\$435.78 effective 10/01/09).
- B. Dental insurance premium for each month the employee has a current billing from the designated company (\$22.20 effective 10/01/09).
- C. Board-paid life insurance policy of \$25,000.
- D. Coverage by Worker's Compensation.
- E. Board contribution to retirement system – 6.5%, classified, 13.5%, certified (if applicable).
- F. Medicare for all classified and for certified if employed after 1986.
- G. Employee Assistance Plan.

Substitute Pay:

Daily Rate: \$77.82

Long-term Daily Rate: \$84.64

SEE REVERSE SIDE FOR SALARY CLASSIFICATION TABLE

**Custodians and Maintenance Department
Salary Classifications**

Class I	Class II	Class III	Class IV
All General Custodians*	Elementary Head Custodians	Middle School Head Custodians	High School Head Custodians
		Custodian, Administration Center	Grounds Foreman**
		Courier	Maintenance Man**
		Groundsman	

***High School Split Weekend Custodian workdays are M-T-W-Th-Sa and pay differential is 3%.**

***High School Split Weekend Custodian workdays are M-T-W-Th-Sn and pay differential is 5%.**

****Lead Groundsman receives an additional stipend of 5%.**

****Lead Maintenance Man receives an additional stipend of 5%.**