

Custodian and Maintenance Workers

SCHEDULE A - WAGES

FY 2024	2.5% COLA increase for all hourly rates, effective July 1, 2023. Effective at the midpoint of the 2023-2024 work year: 1.5% increase for all hourly rates
FY 2025	3.0% COLA increase for all hourly rates, effective July 1, 2024
FY 2026	2.75% COLA increase for all hourly rates, effective July 1, 2025

Effective July 1, 2023

Cat	Position	Step 1	Step 2	Step 3	MAX
I	Custodian (Nights)	\$21.02	\$22.29	\$24.01	\$26.05
	Custodian (Days)	\$20.71	\$21.92	\$23.58	\$25.66
	Custodian (Overnight)	\$21.40	\$22.67	\$24.38	\$26.43
	Custodian (Night Foreman)	\$23.52	\$24.51	\$26.47	\$28.25
II	Custodian - Head (Elementary)	\$23.52	\$24.51	\$26.47	\$28.25
III	Custodian - Head (MS & TH)	\$25.69	\$26.62	\$27.69	\$30.05
IV	Custodian - Head (HS)	\$31.53	\$32.27	\$32.98	\$33.74
	Custodian - Head (HS, Days)	\$27.63	\$28.74	\$30.78	\$31.81
V	Maintenance Employee	\$24.01	\$24.87	\$26.62	\$28.47
	State License	\$14,375.99			

Effective Mid Point of the 2023-2024 work-year

Cat	Position	Step 1	Step 2	Step 3	MAX
I	Custodian (Nights)	\$21.34	\$22.63	\$24.37	\$26.44
	Custodian (Days)	\$21.02	\$22.25	\$23.93	\$26.04
	Custodian (Overnight)	\$21.72	\$23.01	\$24.75	\$26.83
	Custodian (Night Foreman)	\$23.88	\$24.88	\$26.86	\$28.67
II	Custodian - Head (Elementary)	\$23.88	\$24.88	\$26.86	\$28.67
III	Custodian - Head (MS & TH)	\$26.07	\$27.02	\$28.10	\$30.50
IV	Custodian - Head (HS)	\$32.00	\$32.75	\$33.48	\$34.25
	Custodian - Head (HS, Days)	\$28.05	\$29.17	\$31.24	\$32.28
V	Maintenance Employee	\$24.37	\$25.24	\$27.02	\$28.90
	State License	\$14,591.63			

Effective July 1, 2024

Cat	Position	Step 1	Step 2	Step 3	Step 4	MAX
I	Custodian (Nights)	\$21.98	\$23.31	\$25.10	\$27.23	\$27.50
	Custodian (Days)	\$21.65	\$22.92	\$24.65	\$26.82	\$27.09
	Custodian (Overnight)	\$22.37	\$23.70	\$25.49	\$27.64	\$27.91
	Custodian (Night Foreman)	\$24.59	\$25.62	\$27.67	\$29.53	\$29.83
II	Custodian - Head (Elementary)	\$24.59	\$25.62	\$27.67	\$29.53	\$29.83
III	Custodian - Head (MS & TH)	\$26.85	\$27.83	\$28.94	\$31.42	\$31.73
IV	Custodian - Head (HS)	\$32.96	\$33.73	\$34.48	\$35.28	\$35.63
	Custodian - Head (HS, Days)	\$28.89	\$30.05	\$32.18	\$33.25	\$33.58
V	Maintenance Employee	\$25.10	\$26.00	\$27.83	\$29.77	\$30.07
	State License	\$15,029.38				

Effective July 1, 2025

Cat	Position	Step 1	Step 2	Step 3	Step 4	Step 5	MAX
I	Custodian (Nights)	\$22.58	\$23.95	\$25.79	\$27.98	\$28.26	\$28.54
	Custodian (Days)	\$22.24	\$23.55	\$25.32	\$27.56	\$27.83	\$28.11
	Custodian (Overnight)	\$22.99	\$24.36	\$26.19	\$28.40	\$28.68	\$28.97
	Custodian (Night Foreman)	\$25.27	\$26.33	\$28.43	\$30.35	\$30.65	\$30.96
II	Custodian - Head (Elementary)	\$25.27	\$26.33	\$28.43	\$30.35	\$30.65	\$30.96
III	Custodian - Head (MS & TH)	\$27.59	\$28.59	\$29.74	\$32.28	\$32.61	\$32.93
IV	Custodian - Head (HS)	\$33.87	\$34.66	\$35.43	\$36.25	\$36.61	\$36.98
	Custodian - Head (HS, Days)	\$29.68	\$30.87	\$33.06	\$34.17	\$34.51	\$34.85
V	Maintenance Employee	\$25.79	\$26.71	\$28.59	\$30.59	\$30.89	\$31.20
	State License	\$15,442.69					