File: GDBA-E-3

# Custodian

**Salary Schedule**

**Effective July 1, 2019**

Step 1 $12.00/hr

Step 2 $12.36/hr

Step 3 $12.73/hr

Step 4 $13.11/hr

Step 5 $13.50/hr

Step 6 $13.91/hr

Step 7 $14.33/hr

Step 8 $14.76/hr

Step 9 $15.20/hr

Step 10…………………………….$15.66/hr

Step 11…………………………….$16.13/hr

Step 12…………………………….$16.61/hr

Step 13…………………………….$17.11/hr

Step 14…………………………….$17.62/hr

Step 15…………………………….$18.15/hr

Part-time custodial employees: Commensurate with experience.

Substitute and Part-time summer custodial employees: current Colorado minimum wage plus experience

1. Upon at-will employment, related full-time experience will be allowed based upon the number of years experience with a maximum starting step at Step Four on this salary schedule. Experience shall be comparable to the specific job classification on this schedule and/or college or training school.
2. The employment period will be from July 1 through June 30.
3. The employee shall be a member of Public Employees Retirement Association (PERA).
4. Employee’s liability and workmen’s compensation will be paid by the district.
5. The following days are considered paid holidays when they fall on regular work days: New Year’s Day, Martin Luther King Day, President’s Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.
6. The employee will be paid on the 25th day of each month except as stated in policy.
7. The employee is eligible to participate in the district health/dental/vision/life insurance program. The district will contribute $549.86per month for full-time employees toward said plan. Any employee exempt from the district health insurance agreement is eligible to receive a contribution of $100 per month from the district to a retirement or investment plan of their choice under the provisions of Policy File #GCBD.
8. The employee will be eligible for paid vacation days after completion of each scheduled year of service. For one year of service the employee is allowed four days paid vacation. The employee will receive two additional days for each year thereafter to a maximum of 12 days. The employee will only be allowed to carry over 4 days of vacation from one year to the next, allowing for no more than 16 days maximum vacation per contract. All vacation days must be approved by the administration.
9. The employee shall receive 8 days sick leave per year, cumulative. At the retirement of an employee with more than 20 years service to the district, the district shall pay a retirement bonus of ½ the sick leave time accumulated by the employee to a maximum of 45 days. Reimbursement for unused sick leave shall be 45 percent of the daily rate of the beginning salary for the position.
10. The employee may be granted, with the approval of the administration, two days of personal leave, non-cumulative. The employee also has the option of redeeming one day of personal leave at the rate of $90 yearly in June.
11. The employee is entitled to four days bereavement leave per year, with approval of administration, non-cumulative.
12. The employee will maintain a time card that verifies total hours. Overtime is at the discretion of the administration and paid at 1.5 times the computed hourly base rate.

Approved: June 17, 1997, Revised: August 18, 1998, Revised: July 20, 1999, Revised: May 16, 2000, Revised: April 17, 2001, Revised: April 16, 2002, Revised April 15, 2003, Revised: April 20, 2004, Revised March 15, 2005; Revised April 19, 2005: Revised July 19, 2005: Revised April 18, 2006; Revised April 17, 2007: Revised April 15, 2008; May 21, 2009; Revised May 18, 2010;Revised May 17, 2011; Revised April 16, 2013; Revised April 15, 2014; April 21, 2015; June 14, 2016; Revised May 16, 2017; May 15, 2018; May 21, 2019