

Custodian Compensation Package

- Start Date – The preferred start date is as soon as available.
- Probationary Period – 1 year from start date
- Work Week – The work week is 8 hours each Monday through Friday of the calendar week.
- Work Day - The typical work day is 2:00 PM – 10:00 PM on school days, however on days where school dismisses early or days where there is no school, the workday will be adjusted. The summer work day is typically 6:00 AM to 2:00 PM.
- Wages: - Starting rate of \$11.00 per hour. Pay rate increases to \$12.00 per hour on January 1, 2022.
- Sick Leave – Each employee shall accumulate sick leave at the rate of:
 - 0, 1, 2 years – 12 days
 - 3, 4, 5, 6 years – 13 days
 - 7, 8, 9, 10 years – 14 days
 - 11 + years- 15 days
- Personal Leave – Full-time employees may use a maximum of two scheduled work days per year at full salary for conducting person business.
- Insurance – The District 102 Board pays 80% of the monthly premium for single insurance coverage. Spousal and depended coverage is also available. Optional dental insurance is also available.
- The Board pays the full employee premium for \$30,000 life insurance coverage and \$30,000 Accidental Death & Dismemberment coverage.
- Vacation - Full-time employees will be credited vacation days on July 1 annually.
 - Less than one year = 1 day per every 48 days worked
 - 1 - 5 years = 5 days
 - 5 -14 years = 10 days
- Holidays – The following are considered paid holidays **if school is not in session**. Specific information regarding holidays is contained in our support staff handbook.

New Year's Day	Martin Luther King Day
President's Day	Good Friday
Memorial Day	Independence Day
Labor Day	Columbus Day*
Veteran's Day	Thanksgiving Day
Friday after Thanksgiving	Christmas Eve
Christmas Day	New Year's Eve